

# Aruba Esso News

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Don't Like 'Em High

## First Clerical Training Course Completed by 68

The first clerical training course conducted by the Training Division for some time was successfully completed by 68 students Sept. 23. A breakdown of the students' studies shows 45 completed typing training, 22 completed shorthand, and one student completed both. The Misses Maude Thomas and Dot Webber, both Lago High School instructors, taught the classes.

Each student completed at least



M. Thomas D. Webber

102 hours of training over a daily two hour schedule. Classes were held from 7 to 9, 10 to 12, and 1 to 3. Accuracy and speed were emphasized in both the shorthand and typing classes. Proofreading, tabulations, and punctuation and grammar were also emphasized in typing. Use was made of clerical work samples provided by each department throughout the refinery to stress plant procedures in business letters and forms. All advanced classes received instruction in proper telephone etiquette, business ethics, care and office cleaning of typing machines, making corrections on stencils and ditto masters, and economy in the use of carbon paper. Three films of clerical technique were also shown to the trainees.

The program ended with a final joint session at which time J. V. Friel, Industrial Relations manager, complimented the students on the successful completion of the training.

### Settlement Options

Following recent discussions with the SPAC, Staff and Regular employees who resign or retire may now elect an option concerning accrued vacation. As at present, the terminating employee can request immediate settlement of all money due him including earnings, vacation pay, and his Thrift and Vacation Savings Plan accounts. Or, if he prefers, he can continue as an employee during the vacation period to which he is entitled following his last day of work.

In the latter case, the terminating employee will be given his regular earnings and vacation pay, but will not receive settlement of his Thrift and Vacation Savings Plan accounts until his vacation period has expired. At that time, payment in settlement of these accounts will be forwarded to the employee.

Advantages of continuing as an employee during the vacation period include eligibility for Company contributions under the Thrift Plan during the vacation period, and coverage under other employee benefit plans until the vacation period expires.

This option applies only to employees who resign or retire. Termination is effective with the last day of work in all other cases, such as discharge or medical termination.

### Wever Retires After Service of 26 Years

Hendrik N. Wever, subforeman in the Receiving and Shipping Department, retired Sept. 24 with service of more than 26 years. Mr. Wever started to work for Lago as a boatswain in March, 1952. He was one of the Company's first employees.

He was promoted to corporal A in February, 1940, and to wharves subforeman in November, 1946. A native Aruban, Mr. Wever plans to spend his retirement years here.

### Thrift Plan Loan May Be Suspended During Vacations

It was announced at the Sept. 29 meeting of the Special Problems Advisory Committee that Management and the Lago Thrift Foundation Board had agreed that thrift plan loan deductions may be suspended during full pay periods within the vacation period. Interest at the going rate will be charged on the loans during the suspended period. The change went into effect Sept. 1.

The chairman also pointed out that suspension of thrift plan loan deductions is entirely optional with the employee.

### Comité Nominativo Pa Sport Park a Nombra Diez Candidato

Diez homber a worde nombrá como candidato door di e comité nominativo pa proximo elección di Lago Sport Park Board dia 29, 30 y 31 di October. E candidatonan ta Hugo de Vries di Process Design, Jose M. La Cruz di Comisario di Lago, Vernon T. Morgan di Mechanical Administration, Damian Tromp di Executive Office, Calvin E. Hassell di Mechanical Administration, Clement A. Pierre di Electrical Shop, Juan F. York di Industrial Relations, Lionel S. Smith di Instrument Shop, John C. Lashley di TSD Engineering, y Charles E. Lake di Storehouse.

Empleadonan eligible kende ta desea di laga inclui nan nombor ariba papelenan di vota mester scirbi un peticion na comité nominativo. E peticion mester ta firmá door di a lo menos 100 votador eligible.

Peticionnan mester ta aproba por escrito door di e candidato concerná. Tur peticionnan mester ta den posecion di comité nominativo dia 13 di Oct. pa mas tarda.

### Schedule of Paydays

Semi-Monthly Payroll	
Oct. 1 - 15	Thursday, Oct. 23
Monthly Payroll	
Oct. 1 - 31	Monday, Nov. 10



TOO HIGH: With all the poise of a major leaguer, Franklin Romney of the Young Pirates nonchalantly watches a high one go by — refusing to hit until the pitcher puts one where he wants it. Catching is Gahriel Illidge of Los Indios while Luther Panthophlet calls the balls and strikes. The Young Pirates won the game 7-3 in the opening of the Junior Division of the Sport Park baseball league.

MUCHO HALTO: Cu tur e postura di un hungador den liganan grandi, Franklin Romney di Young Pirates indiferentemente ta mira un hala halto pasa — rechazando pa bati te ora e pitcher manda uno na unda cu el kier e. Catcher ta Gahriel Illidge di Los Indios mientras Luther Panthophlet ta conta hola y strike. Young Pirates a gana e wega cu 7-3 den hahrimento di liga di baseball pa muchanan den Lago Sport Park.

### Opcion di Pago

Subsequente na discussionnan recente cu SPAC, awor empleadonan Regular y di Staff cu tuma retiro of bai cu pension por escoge un opcion en cuanto ta toca vacacion acumulá. Cumindando for di awor, un empleado cu ta termina su servicio por suplica pago di tur placa cu el tin derecho ariba incluyendo ganamento normal, pago di vacacion, y su cuuenta di Thrift y Vacation Plan. Of, si el ta prefera, el por continua como un empleado durante e periodo di vacacion ariba cual el tin derecho despues di su ultimo dia di trabao.

Den e ultimo caso, e empleado cu ta termina su servicio lo recibi su ganamento regular y pago di vacacion, pero lo no recibi pago di su cuenta di Thrift y Vacation Plan te ora su periodo di vacacion pasa. Na e tempo aki pago pa e cuentanak aki lo wondre manda pa e empleado.

Ventahanan di continuacion como empleado durante periodo di vacacion ta inclui eligibilidad pa contribucionan di Compania bao di Thrift Plan durante e periodo di vacacion, y cubertuna bao otro plannan di beneficio pa empleadonan te ora e periodo di vacacion termina.

E opcion aki, sinembargo, ta apliaca solamente ariba empleadonan cu tuma retiro of bai en pension. Den tur otro caso terminacion ta efectivo cu e ultimo dia di trabao, tal como retiro of terminacion medico.

### Gravesande ta Scirbi Tocante Actividadnan Social Noho

Feria, matrimonio, y weganan di futbol tabata algun di e actividadnan social den cual e dos ganadornan di beca ua Lago, James Gravesande y Dominico Quandt, na Allentown, Pennsylvania, a participa recientemente. Den un carta di Gravesande el a reporta cu el a mira cantidad di eos cu nunca el a yega di mira antes na Feria Grandi di Allentown. E dos jovenman a atende e feria tur dia durante su permanencia y "a participa den mayoria di diverticionnan."

Un di e suesonan mas importante di actividadnan di James tabata su presencia na un matrimonio di Syria James a scirbi cu "e ta worde haci mescos cu un matrimonio Indio cu musica y baile casi mescos. Mi a gozéle masha tanto y minca mi a pensa cu tabatin tal sorto di matrimonio na Estados Unidos."

Papiando manera un fanatico bieuw di futbol (manera ta worde hunga in America), el a scirbi tambe cu su

(Continua na pagina 5)

### Division di Seguridad Pasando Pelicula pa Diferente Grupo na Aruba

Di masha tanto interes pa centenares aumentando di hende na Aruba ta dos pelicula cu ta worde munstrá aki na organizacionnan social y cultural pa medio di cortesia di Division di Seguridad di Lago. Audiencia variando for di 40 te varios cientos di hende a mira e pelicula aki cu entusiasmo caba.

E dos peliculanan di mei ora, "The Closed Book" y "Miracle in Paradise Valley", a worde produci door di un firma sobresaliente den terreno di pelicula documentario. Nan ta contene storianan interesante y bon formulá, actor profesional, y un escala general di producion cu ta haci cu ta dificil pa destinguin nan for di un produccion di Hollywood of Londres.

E asunto eu e peliculanan ta trata arija ta com dos comunitad a haci algo tocante nan problema di seguridad, tocante e modo den cual nan a reduci chensnan di un morto repente pa nan ciudadananonan.

Sea uno of e otro di e peliculanan a worde munstrá caba pa Club Surinam, Lions, Rotary, Lago Club, Esso Club, Club di Isla Ariba, Kern Club, y Club Social na Santa Cruz.

E peliculanan por worde munstrá pa tur sorto di organizacionnan; arreglonan pa pasa e peliculanan por worde haci pa medio di Departamento di Relaciones Publico di Lago.

Na e presentacionnan te awor, e peliculanan a worde introduci cu un palabra cortico door di E. J. Kulisek, assistant division head di Seguridad, Vernon Fleming di Training Division ta e projectionista.

### Aruba Budget Available At Library Reading Room

The budgets of both Aruba and Curaçao are available for reference in the reading room of the Oranjestad Public Library, according to an announcement by Dr. Johan Hartog. The Aruba budget is also available in the San Nicholas library. It was also stated that the budgets of the other islands are not on hand as yet, but have been applied for.

Printed catalogues of the library will be sold at the end of October. A new feature has also been added to the Oranjestad library. In cooperation with Lago's Public Relations Department, story-telling pictures of the oil industry are on exhibition at the Oranjestad library. The pictures are changed every week.

### Toast Follows Transfer Of Bureaus



TOAST TO TRANSFER: His Excellency, Gov. A. A. M. Struycken, Lt. Gov. L. C. Kwartz, Vice Premier Johan Sprockel, Dr. E. J. van Romondt, Minister of Health and Social Affairs, members of the Island Council, Aruba members of the Staten, and Aruba department heads join in toast of the transfer of certain NWI Government bureaus to the Aruba Government. Dr. Kwartz stated that Aruba was aware of its new responsibilities. He also gave assurance that Aruba would not lose sight of its place in the territory and in the Kingdom of the Netherlands.

BRINDIS ARIBA TRANSFERIMENTO: Su Exceencia Guernador A. A. M. Struycken, Goernador L. C. Kwartz, Vice premier John Sprockel, Dr. E. J. van Romondt, Ministro di Sanidad y Asuntonan Social, miemhranon di Eilandraad, miemhranon Arubiano den Staten, y hefe di departamentonan di Aruba ta reun den un brindis na ocasion di transferimento di algun departamentonan na territorio insular di Aruba. Dr. Kwartz a declaru cu Aruba ta completamente na haultura di su responsabilidadnan noho. El a duna aseguranza tambe en Aruba lo no perde su lugar den e territorio y den Reinado Holandes for di vista.

# ARUBA ESSO NEWS

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## State of Mind

Is a community interested in having its people go through life with whole bodies? Does it care about the health and safety of its children, of its old people, of "you and me"? If so, then it has developed a community state of mind about safety, especially on its streets and roads.

The two movies now being shown to island organizations by the Safety Division tell the story of communities developing that kind of a state of mind.

Enforcement, control, and penalties are needed — but they can go only so far. They cannot go far enough by themselves to really ensure the maximum possible in traffic safety. This is no criticism of enforcement, control, and penalties; it is simply one of the facts of modern living that they can't do the whole job.

Beyond even the best of them must be the firm belief, held by as many people as possible, that safety in the streets is not only possible but easy and worthwhile.

This community state of mind is the knowledge, held always in the back of the mind, that someone may be seriously hurt or killed as soon as carelessness or a disregard of the rules appear — or even when no rules are being broken. The someone might be a child darting across a street — a man on a bicycle — two drivers approaching each other or with one passing — or even a single driver all by himself on a lonely road.

People's having the consciousness of what might happen, of how serious it could be, and that it is worthwhile to try to keep it from happening — this is as great a part of traffic safety as vigilant enforcement, good traffic rules, and strong penalties for those who recklessly break the rules and endanger the lives of others.

It is this state of mind — the people's own interest in their own health and safety — that the films show communities developing. ARUBA COULD DO IT TOO.

## Curso di Pensamento

Un comunitad ta interesa pa laga su hendenan pasa door di hidra cu curpanan completo? E tin percuracion pa salud y seguridad di su yannan, di su hendenan di edad, di "bo y ami"? Si ta asina, anto el a desaroya un curso di pensamento tocante seguridad propio pa un comunitad, specialmente pa den su caya y ariba su caminanana.

E dos peliculan cu ta worde munstrá actualmente door di Division di Seguridad na organizacionnan ariba nos isla ta conta storia di comunitadnan desaroyando un tal curso di pensamento.

Ehectacion di ley, control, y castigonal ta requeri — pero esakinan por bai solamente te un cierto distancia. Den nan mes nan no por bai bastante leuw pa asegura debidamente e maximo posible den seguridad di trafico. Esaki no ta un critico ariba ehectacion di ley, control, y castigonal; ta simplemente un di e hechonal di bida moderno cu e puntonan aki solamente no ta tur cos.

Ademas di hasta e mejor di nan mester ta keremento firme, teni door di mas tanto hende posible, cu seguridad den cayanan no ta solamente posible pero facil y un cos cu vale la pena.

E curso di pensamento aki di un comunitad ta e saber, cu semper ta worde teni leuw den memoria, cu un persona por worde matá of herida seriamente tan pronto cu socede un descuidao of un negligensa di reglanan — of hasta ora ningun regla ta worde infringi. E persona aki por ta un mucha cu ta corre inocentemente ariba caya — un homber ariba un bicycleta — dos chauffeur cu ta acercando otro of mientras uno ta pasando — of hasta un chauffeur solamente ariba un camina solitario.

Hendenan cu semper ta tene dilanti di vista loke por socede, com serio e sueeso por ta, y eu ta vale la pena pa evite'e di socede — esakinan ta forma un parti mes grandi di seguridad di trafico cu checutacion vigilante, bon reglanan di trafico, y castigonal severo pa esnan cu ta infringi reglanan peligrosamente poniendo bida di otro na peligro.

Esaki ta e curso di pensamento — interes di e hendenan mes den nan mes salud y seguridad — cu e pelienla ta munstra desaroyando den comunitadnan. ARUBA TAMBE POR HACI ASINA!

## New Era



EXPRESA CONFIDENCE: In transferring the bureaus — Water Works, Fire Department, Social Affairs, Census, Cattle, Fishery and Agriculture, Telephone and Traffic — His Excellency, Gov. A. A. M. Strycken, right, expressed confidence in Aruba's sense of responsibility.

EXPRESANDO CONFIANZA: Den transferimento di departamentonan — waterleiding, Departamento di Candela, Asuntor Social, Bevolking, Agricultura, Crianza y Pesqueria, Telefoon y Trafico — Su Excelencia Gobernador A. A. M. Strycken, banda drechi, a expresa confianza den sentimento di responsabilidad di Aruba.

## 40 Year Birthday Being Celebrated

The huge luxury liner "Titanic" struck an iceberg and sank with huge loss of life in 1912. Jim Thorpe swept the Olympic games that same year and was acclaimed the world's greatest athlete.

At the same time a big fuss was made in magazines, papers and sermons over the fact that women had been seen smoking in public. And Teddy Roosevelt led his Bull Moosers out of the GOP convention to form a third party.

In among all this big news another item sneaked into the press in 1912. Some people were holding a safety convention in Milwaukee — the First Cooperative Safety Congress. Naturally, this news story was lost among the more spectacular happenings.

But out of that modest, inconspicuous safety meeting in Milwaukee came the National Safety Council and the far-flung organized safety movement which today, 40 years later, reaches into every state in the USA and scores of other countries.

The National Safety Council will celebrate the 40th anniversary of that Milwaukee safety meeting in a big way when the 40th annual Congress is held in Chicago Oct. 20-24.

The Congress this fall won't bear much resemblance to that first Congress in 1912. This year more than 12,000 people from all over the world will come to Chicago for the world's biggest safety event. Five huge hotels will be needed to house the meetings, while 600 speakers will appear at more than 200 sessions, covering every phase of safety. In addition, the Congress exposition will contain about 250 exhibits covering all types of safety aids.

This Congress will be dedicated to celebrating and commemorating four decades of safety. It will emphasize the cooperative nature of the safety movement, in which scores of safety organizations pool their efforts and resources in a combined fight against accidents. Out of the 1952 Congress, the Council hopes, will come the ammunition and weapons to wage a harder and even more successful war on accidents.

During the first 12 months of the fighting in Korea, United Nations ships moved 50 million barrels of oil products to support military forces there.

## Lake Fleet Changes Announced; Bachaquero Goes Venezuelan

The Marine Department has announced to its employees that the S.S. Bachaquero will be transferred to Venezuelan registry for coastwise service in the near future. This is in line with the long-range program and necessity for adjusting the Lake Fleet to changes in the crude transportation situation.

It is expected that several other ships may be withdrawn from service in the coming months. The handling of the excess personnel involved is being discussed with the employees' representatives.

The changes are part of a long development in the history of the Fleet grew until it reached a peak in 1947. At that time, it took 31 lake tankers and 20 other chartered vessels to handle the shallow draft inancing business.

In March 1948 the big pipeline from the producing fields to Amuay Bay was completed. For the first time it became possible to ship crude in fully-loaded deep draft ocean tankers, and the gradual and inevitable change in the Lake Fleet began. In the years that followed, a number of ships were retired or transferred to other services, until recently the total ships in the fleet stood at 19. It is now likely that several ships reaching retirement may be withdrawn from service in coming months.

Other factors that will have an effect on the Lake Fleet include the completion of a second pipeline to Amuay some time next year, and Venezuela's long-range plans to deepen the Maracaibo channel so that fully-loaded ocean tankers may pass.

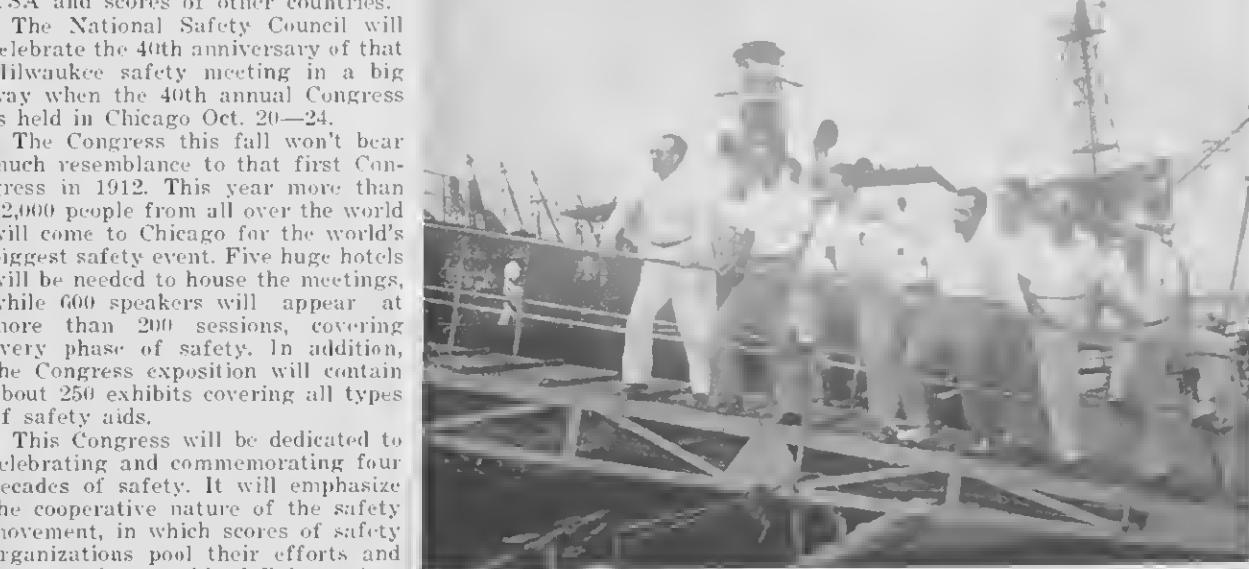
## Committees Named For December Handicraft Exhibit

### Ismael Croes Wins Service Division Noon Hour Checker Turney

Ismael Croes turned in five victories against one defeat to win the checker tournament conducted during the noon lunch hour for employees of the Service Division at the Accounting Dept. Six games made up the tournament with a total of two points for each victory.

Mr. Croes' total of 10 points topped the field of seven players. In second place was Anibal Hoyer with 8 points. Others who competed in the tourney and their total points were Conrad Welch, 7; Pablo Croes, 6; Jossy Croes, 6; Tommy Leest, 5, and Casper Rasmijn, 0.

The tournament was organized by members of the Service Division as a lunch hour activity since the majority of the employees reside too far from Lago and do not go home for lunch. The interest in the tournament was very high throughout. One of the highlights of the tourney was the presentation of a checker board to Mr. Croes for his winning play. C. B. Welch, who assisted in organizing the tournament, also constructed and donated the attractive checker board. (See picture on page 10.)



ON TOUR: Max Vries points out an interesting sight to fellow members of the SPAC while the group was at the Shipyard during a refinery tour. Members who made the Sept. 30 tour are, left to right, E. M. Croes, N. Baptiste, E. Fernandez, Mr. Vries, F. Mingo, M. Lacle, and J. de Vries.

NA PASEO: Max Vries ta indica un vista interesante na otro miembra di SPAC mientras e grupo tabata na Shipyard durante un paseo door di refineria. Miembraan cu a participa den e paseo di dia 30 di Sept. tabata, di robez pa drechi, E. M. Croes, N. Baptiste, E. Fernandez, Sr. Vries, F. Mingo, M. Lacle y J. de Vries.



FAREWELL GIFT: Employees of the No. 1 Powerhouse gather around Henry O. Moore, left, for the presentation of a farewell gift prior to Mr. Moore's retirement. Joseph M. Gritte presents Mr. Moore with a clock and scroll on behalf of fellow workers. Mr. Moore left Aruba with 10 years Company service, all spent in Aruba.

## Cracking Dept. Announces Changes In Organization

Three men — W. C. Richey, C. R. Rogers, and M. S. Smit — were promoted to new positions effective Sept. 15 in the Cracking Department. Mr. Richey was promoted to Process foreman, Visbreakers, while Mr. Rogers and Mr. Smit were promoted to shift foreman and assistant shift foreman, respectively, in the department. At the same time, L. D. McBurney replaces E. Work (retired) as process foreman — C.U.s.

Mr. Richey's service dates to August, 1925, when he was employed by Standard Oil Company of Indiana. He came to Aruba as a first class



W. C. Richey C. R. Rogers

helper in the Pressure Stills in October, 1929. He remained in the Pressure Stills until April, 1945, during which time he received the following promotions: Stillman, October, 1931; operator first class, January, 1934; assistant shift foreman, January, 1939; shift breaker for shift foreman, June, 1940, and shift foreman, July, 1943.

After an extended absence from Aruba, he became assistant operator in Process, Cracking, in September, 1945. He was promoted to operator, special assignment, in September, 1946. Prior to his most recent promotion, he was promoted in Process, Cracking, to maintenance foreman in November, 1947, and shift foreman in March, 1948.

Mr. Rogers' service in Aruba began in April, 1938, as an apprentice operator IV in the Pressure Stills. While in Pressure Stills, he was promoted to apprentice operator III in October, 1938; assistant operator in March, 1939, and operator in October, 1943. His last promotion before becoming shift foreman was to assistant shift foreman in Process, Cracking, in March, 1948.

Mr. Smit began as an apprentice

## Sport Park Nominating Committee Names Ten

Ten men have been named by the nominating committee as candidates for the forthcoming Lago Sport Park Board election Oct. 29, 30, and 31. The candidates are Hugo de Vries of Process Design, Jose M. La Cruz of the Lago Commissary, Vernon T. Morgan of Mechanical Administration, Damian Tromp of the Executive Office, Calvin E. Hassell of Mechanical Administration, Clement A. Pierre of the Electrical Shop, Juan F. York of Industrial Relations, Lionel S. Smith of the Instrument Shop, John C. Lashley of TSD Engineering, and Charles E. Lake of the Storehouse.

Eligible employees who desire to have their names entered on the ballots should write a petition to the nominating committee. The petition must bear the signatures of at least 100 eligible voters.

Petitions must be approved in writing by the candidate concerned. All petitions must be filed with the nominating committee by Oct. 13.

Members of the election board who will conduct the election are R. A. E. Martin, C. I. Tromp, E. J. Huckleman, C. A. Brown, J. Briezen, J. L. Wever, C. Haynes, C. A. Thompson, M. Reyes, and A. Geerman.

## Robert Koko di Instrument Shop A Muri Despues di Accidente

Robert Koko di Instrument Department a muri 3:30 A.M. dia 1 di Octubre den Hospital di Lago. El a worde gravemente heridá den un explosion causá door di remontamento di un cylinder banda patras di Laboratorio No. 3 dia 24 di September.

Cinco empleado cu a recibi heridánan menor por a bolbe na trabao e mes dia, y Joseph Joubert di Laboratorio, kende tabata hospitaliza, a sali for di Hospital.

Sr. Koko, kende tabata di Sto. Domingo, tabatin 11½ anja di servicio cu Lago. El tabatin 34 anja y tabata soltero. El a laga atras un ruman cu ta biba na Sto. Domingo y un tanta cu ta biba na Curaçao.

E servicionan di entierro a worde tení den misa di Santa Teresita na San Nicolas.

operator IV in the Pressure Stills in August, 1938. He was promoted up the line of apprentice operator III, assistant operator, and operator in the Pressure Stills in February, 1939; April, 1939, and July, 1943, respectively. He had previous service from July, 1932, to January, 1936.



## Safety Division Showing Films to Island Groups

Of strong interest to increasing hundreds of Aruba's people are two films being shown widely to cultural and social organizations here through the courtesy of Lago's Safety Division. Audiences ranging from 40 to several hundred have viewed the films with enthusiasm.

The two half-hour movies, "The Closed Book" and "Miracle in Paradise Valley", were produced by a top film in the field of documentary films. They have well-rounded and interesting stories, professional actors, and a general scale of production that makes them hard to distinguish from a Hollywood or London films production.

The subjects of the films are of how two communities did something about their safety problem, of how they reduced their citizens' chances of sudden death.

One or the other of the pictures has been shown to the Surinam Club, Lions, Rotary, Lago Club, Esso Club, Netherlands Windward Islands Welfare Association, the Kern Club, and the Santa Cruz Social Club.

The films are available to organizations of any kind; arrangements for showings can be made through Lago's Public Relations Department.

In the showings up to now, the films have been introduced with a short talk by E. J. Kulisek, assistant division head of Safety. Vernon Fleming of the Training Division has been the projectionist.

## Lago Represented At Safety Congress

To keep up-to-date on the most recent developments in the field of accident prevention, Lago plans to send a representative to the 40th National Safety Congress and Exposition being held at Chicago October 20 to 24. Attending from here will be E. J. Kulisek, asst. division head of the Safety Division.

Every effort is being put forth by the National Safety Council to make this congress, marking its fortieth birthday, the best in its history. The program of 600 speakers at 200 sessions will cover every conceivable phase of safety, with good coverage in the fields that will be of most value in Lago's safety work. In addition the exposition will contain 250 exhibits covering all types of safety aids.

Lago employees have earned many recognitions of their success in working safely, receiving top National Safety Council awards repeatedly. To back up this plant-wide interest in safety, the NSC congress offers a fine opportunity for keeping abreast of new developments and for sharing experiences and ideas with others in the industry.

## Dirk Tober Writes From South Pacific

Dirk Tober, solo round-the-world voyager who visited Lago in February after completing the Atlantic crossing, recently wrote the Aruba ESSO News from Tahiti on the progress of his global trip. Tober's letter mentions the enchanting South Pacific islands of Naka Hiva, Oa Pou, Marquise Tounou Archipel, Fakarava — to name but a few.

In Naka Hiva, Tober reports, he went hunting for cows with the island's inhabitants. The cows run wild there and are hunted to supply the island's population with meat. He also stated that he had an excellent time at Naka Hiva where he found an abundance of fruit, meat, fish, and vegetables.

He then moved along, touched at other islands and finally arrived at Tahiti, two and one-half days after he left Fakarava. He arrived at Tahiti in time to witness the July 14 celebrations during which he saw native dances, sailboat races, outrigger canoe races, rowboat races, and brightly decorated canoes.

## Cricket Finale



CHALLENGE CUP: Capt. W. L. Thomas presents the HBM Government Challenge Cup to George Seeley, captain of Barbados Cricket Club. Barbados won the senior division of the Lago Sport Park cricket competition completed recently. Barbados has won the coveted cup twice.

CHALLENGE CUP: Capt. W. L. Thomas ta presenta e HBM Government Challenge Cup na George Seeley, captain di e club di cricket di Barbados. Barbados a gana e division mayor di competicion di cricket den Lago Sport Park recientemente. Ta di dos baha en Barbados ta gana e copa aki.

## Gravesande Writes Of New Experiences And Social Activities

Hendrik N. Wever, subforeman den Receiving & Shipping Department, a bai cu pension dia 24 di September despues di mas cu 26 anja di servicio. Sr. Wever a cuminza traha pa Lago como un boatswain na Maart 1925. El tabata uno di promer empledado di Compania.

Na Februario 1940 el a worde promovido a puesto di Corporal A, y na November 1946 como subforeman na waf. Siendo un Arubiano nativo, Sr. Wever ta pensa di goza su anjanan di pension na Aruba.

## Wever a Bai cu Pension Despues di 26 Anja di Servicio

on to say that his school has played two games and won them both. With typical high school enthusiasm, James told about the excitement sweeping his school as the "big" game with the school's foremost rival neared. According to James' letter, some 4000 people were expected to attend the game.

## Part Of World Program



100TH CELEBRATION: Members of the Seventh Day Adventist Church gathered together Sept. 27 in celebration of the 100th anniversary of the church's world-wide Bible School. Led by Rev. R. L. Klingbeil, church members of San Nicolas and Oranjestad observed the anniversary at the Oranjestad church. Present were many of the church's children, above.

CELEBRACION DI 100 ANJA: Miembra di Misa di Adventista di Siete Dia a reuni hundo dia 27 di Sept. pa celebra un siglo di existencia di e School Biblica cu ta asocia cu e gremio aki. Dirigi door di Rev. R. L. Klingbeil, miembra di e gremio for di San Nicolas y Oranjestad a observa e aniversario na e misa di Oranjestad. Ariba, cantidad di miembros di e iglesia tambe tahata presente.

## Visiting Educator



SURINAM EDUCATOR: A recent guest at Lago who paid particular interest to the Vocational Training School was Dr. Johan H. Ferrier, right. The director of the Department of Education in Surinam watches Charles Brul, left, demonstrate a vacuum pump. Dr. Ferrier expressed admiration for Lago's program to properly prepare students for future jobs.

AUTORIDAD DI EDUCACION FOR DI SURINAM: Un bishitante reciente na Lago kende a dedica interes particular na School di Ofishi tabata Dr. Johan H. Ferrier, banda drechi. E Director di Departamento di Educacion na Surinam ta mira Charles Brul, banda robez, demonstra un pomp di vacuum. Dr. Ferrier a expresa aprecio pa programa di Lago cu ta prepara discipulonan propiamente pa trahaonan den futuro.

## Modern Calculator Replacing Ancient Abacus in Orient

The abacus might have beaten the modern calculator in a race in Japan a few years ago but today it looks as if that ancient arrangement of beads and wires is reaching the end of its string. After reigning unchallenged for centuries in the Orient, the world's oldest calculating device is disappearing. Why? A combination of inflation and the inroads of the modern calculating machine. It's a case of another piece of equipment that has served faithfully over the years stepping aside for the advancements of the modern world.

The usefulness of the abacus draws wide respect according to office machine dealers in Tokyo. "As long as our office has operated in Japan," reports J. Yamamoto, one of Tokyo's leading calculating machine dealers, "our stiffest competition has come from an antiquated arrangement of beads and wires, small enough to be carried in somebody's briefcase." But now, this "soroban" (which is what the Japanese have called their version of the abacus since its birth there hundreds of years ago) is slowly being snuffed out. And moving in to take its place is the calculating machine.



**DISAPPEARING SCENE:** In traditional Japanese garb, a young office worker calculates on the abacus. Such scenes, while still common in Japan, are slowly beginning to disappear.

**ENSCENA DESAPARECIENDO:** Den un traje tradicional Japones, un oficinista joven ta reek ariha un telraam. E escenanan aki, mientras ainda masha comun na Japon ta cu minza desaparece gradualmente.

How can this be when only a few years ago the abacus beat a modern calculator in speed tests in Tokyo?

It all came about when a Japanese abacus expert by the name of Kiyoshi Matsuzaki challenged occupation forces to a "duel." He could calculate faster with an abacus, he claimed, than any American soldier using an electric machine. Naturally, with a boast like that, things started popping.

### Ancient vs Modern

To the Army newspaper, "Stars and Stripes," here was a made-to-order publicity stunt. They snatched up sponsorship of the contest and the race was on to find a fitting opponent for the challenger. Pvt. Thomas Wood stepped forward to accept, and for a few days Tokyo tingled with anticipation as the duellists trained for the coming bout. Soldiers made their wagers — one said he'd tote his buddy around in a Jap rickshaw if the abacus lost.

On the big day, a crowd of 2800 packed the Ernie Pyle Theatre as Kiyoshi "The Hands" Matsuzaki and the nimble-fingered American soldier tore into their mathematical debate. Midst popping flash bulbs, cheers, and spurts of wild applause, their fingers whizzed over beads and keys.

And when it was all over, the tiny abacus had outstripped the electric calculator in everything but multiplication. "The Hands" had made fewer errors and his average speed was thirty seconds faster than that of his opponent.

But in spite of the victory that day in the Ernie Pyle Theatre, the Japanese abacus is growing weaker and weaker in its struggle for survival in the land of its creator. Office machine dealers in Japan have come up with a couple of good reasons why. It adds up to a combination of the high cost of living and the existence of up-to-date calculators.

### Long Practice

For instance, it takes 20 to 30 years to become an expert abacus operator. That's because an abacus only records results. The operator calculates in his head, notes his findings by pushing certain beads into certain positions. The amount of memory involved is enough to stagger any imagination. Most Japanese youths are finding less arduous ways to make a living.

Then, too, a main selling point of the abacus was always its cheapness. But inflation in Japan, which saw prices rise to 200 times their prewar level, meant a higher price tag and a shrinking appeal.

Finally, the chap who contrived the soroban centuries ago never dreamed of the astronomical figures that are everyday fare in this modern age. These big numbers require use of more beads, slowing operation and putting an even bigger tax on memory. It's a difficult task to solve an algebraic equation or compute some fancy statistics on one of those crude contraptions.

### Abacus Inconvenient

Make no mistake — a trained operator doing certain types of problems on an abacus can present some pretty formidable competition to a calculator. The contest in Tokyo proved it. But that's as far as it goes. Take into account all the other factors — type of problem used, comparative length of training time, accuracy, to name but a few — and the results of the Tokyo abacus vs calculator contest begin to look mighty unscientific.

Explains another Japanese dealer, "In this new age, the abacus has become somewhat inconvenient in calculation. Moreover," he continues, "owing to the development of scientific managements, the demands for western calculating machines have remarkably increased since the import of machines was resumed last year."

With Japanese industry becoming more modernized, and with the calculator gaining in popularity over the abacus, dealers are confident that a brighter future is beginning to dawn for the figuring machine in the Land of the Rising Sun.

## Beatty Assigned To Wage and Salary

Effective Sept. 1, William E. Beatty was assigned to the Wage and Salary Division. Mr. Beatty will be directly in charge of all matters pertaining to classification and rate studies and in addition will assist the division head in all phases of the division's work with respect to compensation and related items.



Mr. Beatty was transferred here from the Interstate Pipeline Oil Company.

### Prestamo for di Thrift Plan Por Suspendi Durante Vacacion

Durante reunion di dia 29 di Septiembre cu Comite Consultativo pa Probleman Special a worde anuncia cu Directiva y Lago Thrift Foundation Board a combini cu deduccioanan pa prestamo for di den thrift plan por worde suspensi durante periodonan completo de pago dentro di e periodo di vacacion. Interes na e tarifa coriente lo worde cobrá ariba e prestamona durante e periodo suspendi. E cambio a drenta na vienor dia 1 di Septiembre.

Presidente a splica tambe cu suspencion di deduccioanan pa prestamo for di den thrift plan ta keda hen teramente optional cu e empleado.

## NEW ARRIVALS

**September 19**  
CAYOL, Cyril A. - Utilities; A son, Gerardo.  
ACHER, Rafael - Shipyard; A son, Nicolas.  
CROES, Remo - Rec. & Ships; A son, Eddy Renato.  
**September 20**  
WILLIAMS, Orville E. - Storehouse; A daughter, Malde Elizabeth.  
WILLIAMS, Alfred G. - Shipyard; A daughter, Carmen Julianne.  
RICHARDSON, Ernesto - Storehouse; A son, Errol Ernesto.  
WEBSTER, Adriam R. C. - Accounting; A daughter, Gloria Susanna.  
BOEZEM, Leonardo - Marine Launches; A daughter, Randolph Rosalina.

**September 21**  
GAMES, Samuel - Lago Commissary; A son, Charles Harry.  
STEWART, Duncan - Shipyard; A son, Theodore Simon.  
MICHAEL, Warren T. - TSI Eng.; A son, Timothy Sean.

**September 22**  
PLEMMING, Alfred R. - Lago Police; A daughter, Barbara Irene.  
GUTTENS, Kenneth I. - M. & C. Electrical; A son, Benny Patrick.  
LOPEZ, Victor - TSI Lab No. 2; A daughter, Maria Filomena.

**September 23**  
MURRAY-CHEONG, Robert M. - Accounting; A daughter, Glynis Roberta.  
ARENDS, Adolfo M. - M. & C. Electrical; A son, Alberto Miguel.  
GRANGER, Garnet W. - M. & C. Storehouse; A daughter, Veronica Imelia.  
DE CUBA, Emiliiano - Cracking Plant; A daughter, Clara Maria.

**September 24**  
CHARLES, Alwyn - Laundry; A son, Michael Thomas.  
EMAN, Thomas E. - Cat. & L. E.; A son, Oscar Solomon.

**September 25**  
RICHARDSON, Jean O. E. - M. & C. Plier; A daughter, Gloria Patricia.  
MUNROE, Dairington - Shipyard; A son, Edwin Mathias.  
SKEET, Fitz G. - Esso Trans.; A son, Randolph Anthony.

**September 27**  
QUASHIE, Jonas - M. & C. Paint; A son, Clifton.  
DE CAIROS, Alfred - Cracking Plant; A daughter, Astrid Maria.  
HANSON, Augustin C. - Shipyard; A son, Eddy Oakland.

**September 29**  
BEST, Capt. Tom - Esso Trans.; A daughter, Marlene.  
DANIA, Herman - M. & C. Machine; A daughter, Lorina Simona.

**September 30**  
MADURO, Francisco - TSI Lab No. 1; A son, Roberto Francisco.  
GUMBS, Julian A. - M. & C. Yard; A daughter, Leonie Clauette.  
SONES, Errol - Shipyard; A daughter, Patricia Anita Adella.  
YEUNG, Cosem R. - Esso Trans.; A son, Benson.  
BENSON, Ronald - Esso Trans.; A daughter, Patricia.  
KREBS, John L. - Col. Serv. (School); A son, Kiri Allan.

**October 1**  
BAPTISTE, Baldwin - Col. Maintenance; A son, Joseph Lionel.  
BOEKHOUDT, Luis - Shipyard; A daughter, Carmen.  
**October 2**  
LO-A-NJOE, M. & C. Machine; A son, Allan Rene.  
CARRASQUERO, Miguel - M. & C. Paint; A daughter.  
CAMACHO, Francis M. - Cracking Plant; A son, Mervyn Gerard.

**October 3**  
EDWARDS, William Th. - Lago Commissary; A daughter.  
WERNET, Gilberto - M. & C. Mason & Insul.; A daughter.  
CROES, Felix E. - Accounting; A son.

## Cambio den Lake Fleet a Keda Anunciá Bachaquero Ta Bai Venezuela

Departamento di Marina a anuncia na su empleadonan cu SS Bachaquero lo worde transferí pa registro Venezolano pa mantene servicio na puerotonan di costa den futuro cercano. Esaki ta di acuerdo cu e programa planeá ariba un periodo largo y e necesidad pa haci cambio den Lake Fleet segun e situación di transporte di azeta crudo.

Ta worde sperá cu varios otro bapornan lo worde sacá for di servicio den e lunanan cu ta bini. Discusionnan ta worde tení cu representantenan di empleado tocante tratamiento di e personal exceso cu lo tin.

E cambionan ta un parti di e desaroyo largo den historia di e relacion petrolero entre Aruba y Venezuela. E flota a cuminza opera na 1925 cu tres bapor chikito cu tur hundo tabatin un capacidat di solamente 24,000 baril. La motivo di e banki di santo di poco hundura den hora di Lago Maracaibo e unico manera pa saca e azeta tabata cu bapornan en un kiel di poco hundura. E banki a worde draga pa permiti tanqueronan oceanico pa tuma cargonan eficiente mente de e lago.

Segun importancia di Aruba a crece como un porta di translada azeta for di anja 1925 te 1929, e Lake Fleet tambe a crece hundo cu ne. Cada anja mas bapor tahata agregá na e flota. (Espan trahá na 1927 y 1928 actualmente ta completando bida normal di un bapor y pronto nan lo worde sacá for di servicio). Cu construccion di refineria na 1928 e demanda pa azeta crudo a aumenta y Lake Fleet a sigui crece.

Durante anjanan, mientras refineria su capacidad y demanda ariba mundo henter pa petroleo a aumenta, Lake Fleet a crece te cu el a yega na su maximo na anja 1947. Na e tempo ey, tabatin mester di 31 lake tanker y 20 otro bapornan flétan pa percuba pa e negocio cu tanqueronan di poco hundura ta mantene.

Na 1948 un linea di tubo grandi for di e camponan di azeta te na Amuay Bay a worde completá. La di primer vez tabata posibel pa embarea azeta crudo den tanqueronan di oceano yen di azeta y e cambio gradual y inevitabile den Lake Fleet a cuminza. Den anjanan cu tahata sigui, un cantidad di bapornan a worde sacá for di servicio o transferí pa otro servicianan, te cu recientemente e cantidad total di bapornan di Flota Tanquero a keda na 19. Awor probablemente varios bapornan cu nan tempo ta yegando pa sali for di servicio lo no worde usá mas den humanan venidero.

Otro factorian cu lo afecta e Flota Tanquero ta completacion di un segundo linea di tubo pa Amuay durante anja cu ta bini y e plannan di Venezuela en lo futuro pa haci e canal pa drenta Lago Maracaibo mas hundo asina cu tanqueronan di oceano por pasa cu nan carga completa.

## Denton Promoted In A & Plant

John W. Denton of the Acid and Edelcanu Plant was promoted to the position of shift foreman effective Oct. 1. Mr. Denton's Lago service began in December, 1938, as an apprentice operator II in the Acid and Edelcanu Plant.

In April, 1939, he was promoted to the position of assistant operator followed by a promotion in December of the same year to operator. He maintained this position until his latest promotion of shift foreman. Mr. Denton's service of over 13 and one-half years has been spent in the A & E Plant.

## Dirk Tober ta Scirbi For di Pacifico

Dirk Tober, un viajero solitario rond di mundo kende a bishita Lago Nauy en Febrero despues di completa crucamento atravez di Atlantico, recientemente a scirbi un carta pa Archivo Esso News for di Tahiti tricante progreso di su viaje rond di mundo. Carta di Tober ta menciona e islanan encantado di Pacifico del Sur manera Naka Hiva, Oa Pou, Maruises, Toumotu Archipel, Fakarava - pa menciona solamente algnun di nan.

Na Naka Hiva, asina Tober a scirbi el a bai cada baca cu inhabitantnan di e isla.

Despues el a sigui su viaje, pasando na varios otro islanan y por fin yegando na Tahiti, dos dia y mitar despues cu el a sali for di Fakarava. El a yega Tahiti na tempo pa presencia e celebracionan di dia 14 di Juli durante qual el a mira baile nativo, pustumanto di bato di bata, justumanto di canoa cu bata, pustumanto di bato cu rema, y canoan hanita dorná.



**FOUR RETIRE:** Four employees with many years of faithful service retired recently. The men who left were Edward Hill of the Carpenter Shop, W. L. Cannegieter of Garage and Transportation, Cipriano Velasquez of the Marine Lake Fleet, and Michell Croes of Steward's Service. Hill, above left, was presented a check and gold watch by his fellow employees. He retired Sept. 1 after 22 years' service. Cannegieter, above right, was presented a check by



his fellow workers prior to his retirement Sept. 1. Cannegieter's Lago service began in September, 1938. Valasquez, below left, retired Oct. 1 following 23 years' service. He was given a wall clock by his co-workers. Valasquez was assigned to the Maracaibo. Croes, below right, received a pocket watch and chain and check from his friends. He retired Sept. 1 after 20 years' service. R. A. van Blarcum makes the presentation.





## E Figo Illuminante

Wu-Ki tabata un persona masha sabi. Hobeneitos di tur parti di emperio tabata bini pa sinta na su pia y sinja e cosnan sabi cu tabata sali for di su lipnan.

Mescos cu tur hende sabi, Wu-Ki semper tabata buscando pa haya mas sabiduria y di inverta metodo nobo pa haei un cos. Unda cu e camma o unda cu e sinta cu pensamento skerpi el ta investiga cosnan rond di dje den bida mescos cu fruminganan chikito inteligente cu ta piki krenchinan di un banquete cu man haya bao mesa. Meseos cu fruminganan spierro ta hai eas cu e krenchinan, Wu-Ki semper su pensamento ta bai eas cu loke e descucri pa pone nan dilanti e estudianan chikito y serio cu tu bini rond di dje.

Un dia Wu-Ki tabata sosegando bao un palo di figo grandi. Su caeza tabata sosega contra e troncon bruto y su wowonan tabata waak rond den un cunueu cercano unda e patianan rond cu barica berde ta drumi plat na tera den luz di solo. Cada patia grandi tabata na un taki di e mata y aki y aya un blachi grandi tabata lamta na cual un flor ta brilja cu splendor di bida. For di e cunueu di patia Wu-Ki a halza su wowonan mira den e palo di figo ariba su cabez. Hopi cien di figonan chikito y preto tabata colga mescos cu dropnan pisá cu tin gana di eai for di e takinan troci. Di ripiente e wowonan di Wu-Ki a habri y despues a cerra trobe. Semper nan ta haei asina ora Wu-Ki descucri algo. Nan ta habri manera un bentana pa laga e berdad drenta y despues cerra pa e no sepa bai.

"Ah-ha!" Wu-Ki a suspira. "Te hasta naturaleza ta haei foul. Mi a pensa esey cada vez cu mi mira Ah Sin, e negociante bieuw, gordo y golos of Ah Tin, e avaro bieuw y seco, pero awor mi ta mira e berdad cu mi mes wovo. Kiko por ta mas ela? Mira com patia grandi y pisa ta crece na matanan chikito mescos cu eulebra y figo chikito ta crece solamente na palonan grandi cu tin takinan bastante fuerte pa wauta un eas. Ki un estupidez! Un sokete mes por mira cu patia mester colga na e palo bruto di figo y e figonan mester pari na e ramanan delega di e mata di patia."

E argumento aki tabata asina pisa pa cu Wu-Ki a pega sonjo duro. Mientras e tabata drumi, su barica gordo tapá cu un gilet di seda berde ariba cual tabatin florinan di bilo di oro puro tabata paree curiosamente na un di e bunita patianan den e cunueu cercano, pero su nanishi preto cu bolonchi tabata parce manera un figo preto na e taki ariba su cabez. Wu-Ki tabata snok dushi, pero den su sonjo e descuhrimento grandi cu el a haei e trece un sonrise ariba su lipnan.

Di ripiente un figo, cu a worde kitá door di buento, a eai for di un taki na halto net ariba su nanishi. Cu un grito e homber sabi a lamta bula ariba y a waak rond. Su wowonan spontá por a haya solamente un vista rapido di e figo ora el a eai bai den yerha halto. Wu-Ki a waak na e figo y despues a fuli su nanishi. "Oh, ki un homber bobo," el a grita, "com hendo por duda ariba cursoan di subiduria di naturaleza? Cu mi poco sahiduria mi a treve di avisa Todepoderozo. Unda mi lo tabata awor si e figo ey tabata un patia grandi?"

### Robert Koko of Inst. Dies After Accident

Robert Koko, of the Instrument Dept., died at 3:30 a.m. October 1 at Lago Hospital. He was fatally injured in an explosion following the rupture of a sample cylinder in the rear of Laboratory No. 3 on Sept. 24.

Five employees who received minor injuries in the accident were back at work the same day, and Joseph Joubert of the Laboratory, who was hospitalized, was released from the Hospital last week.

Mr. Koko, who was from Sto. Domingo, had been with Lago for 11½ years. He was 34, and single. He is survived by a brother living in Sto. Domingo and an aunt living in Curaçao.

The funeral was held at St. Theresa's Church in San Nicholas.

### Lago lo ta Representa na Congreso di Seguridad

Pa tene paso cu e desroyonan mas reciente den terreno di preventon di accidente. Lago tin intencion pa manda un representante na e di 40 Congreso y Exhibicion Nacional di Seguridad cu lo worde teni na Chicago for di dia 20 te dia 24 di October. Atendiendo pa Lago lo ta E. J. Kulisek, assistant division head di Division di Seguridad.

Tur esfuerzo ta worde haei door di Conselho Nacional di Seguridad pa haei e congreso aki, marcando su 40 aniversario, e di mejor den histori. E programma di 600 orador den 200 sesion lo cubri tur fasenan imaginable di seguridad, cu bon cubertura di e ramonan en lo ta di mayor interes pa seguridad den trabao na Lago. Ademas e exposicion lo contiene 250 articulo cubriendo tur sorto di ayudan pa seguridad.

Empleadonan di Lago a merece cantidad di reconocimiento den nan exito pa trabao cu seguridad, recibiendo repetidamente premionan halto di Conselho Nacional di Seguridad. Pa promover e interes pa seguridad den henter planta, e congreso di Conselho Nacional di Seguridad ta ofrece un oportunidad bunita pa tene paso cu desaroyonan nobo y pa intercambiar experiencia y idea cu otro emprestan den industria.

### I. Croes ta Gana Torneo Di Hunga Dam Durante Ora di Merdia

Ismael Croes a logra cinco victoria contra un perdida y consequentemente a gana e torneo di dam cu a gana tur durante orman di merdia entre empleadonan di service division. E torneo tabata consisti di seis wega cu un total di dos punto pa cada wega gana.

E diez puntuonan total di Sr. Croes tabata e cifra mas halto di e siete hungadornan. Den di segunda lugar a sali Annibal Heyer cu 8 punto. Otroan cu a competi den e torneo y nan punto total tabata Conrad Welch, 7; Pablo Croes, 6; Jossy Croes, 6; Tommy Leest, 5, y Casper Rasmijn, 0.

E torneo a worde organiza door di miembran di Service Division como un actividad durante ora di merdia como mayoria di e empleadonan ta bisha mucho leu for di Lago y no ta bai eas merdia. Durante henter e torneo tabatin masha tanto animacion. Un di e sucesonan mas importante di e torneo tabata presentacion di un tablero di hunga dam na Sr. Croes kende a sali campeon. C. B. Welch, keudo a asisti den organizacion di e torneo, tambe a construi y a duna e tablero bunita di hunga dam. (Mira retrato arriba pagina 10.)

### Gravesande ta Scirbi

(Continua di pagina 1)

school a hunga dos wega y cu nan a gana tur dos. Cu un entusiasmo tipico pa discipulonan di high school, James a conta toacente e excitacion cu ta reina ora e wega "grandi" eu rival mas grandi di nan school tu acarea. Segun carta di James, mas of menos 4000 persona tabata worde expectá pa presencia e wega.

### In Appreciation

The wife, children, brother and sisters of the late L. A. Schwengle wish to express their gratitude to his many friends who have shown their sympathy during his sickness and death.

### Pa Gradici

Esposa, yuman y rumanan di L. A. Schwengle kier demonstra nan mas sincero gratitud na su amigonan pa nan simpatia durante dianan di su amalesa, morto y entiero.

## Guide Football Competition



**STEERING COMMITTEE:** Behind the successful staging of a tournament lies the steering committee charged with all details. In the case of the current Sport Park football competition, a seven-man committee organized the knock-out play. Committee members, left to right, are J. LaCruz, S. Geerman, J. Briezen, A. Geerman, W. Thompson, A. Obispo, and S. R. Tromp.

**COMISION ENCARGADO:** Tras di organizacion cu exito di un torneo naturalmente mester tin un comision encargado cu tur detayenan. Den caso di e competicion actual di futbol den Lago Sport Park, un comision consistiendo di siete persona a organiza e weganan di knockout. Miembran di e comision ta, di rohez pa drechi, J. La Cruz, S. Geerman, J. Briezen, A. Geerman, W. Thompson, A. Obispo, y S. R. Tromp.

### Muchanan di School Di Ofishi ta Traha y Studia cu Seguridad

Muchanan di promer, segunda y tercer anja escolar na School di Ofishi di Lago recientemente a completa algun record di seguridad excelente. Grupo 2—51 di promer anja di discipulo a completa 100 dia sin ningun accidente cu Louis Tromp como monitor di seguridad.

Grupo 4—50 di discipulonan di segunda anja a completa 191 dia consecutivo sin ningun accidente. Moni-

tor di seguridad pa e grupo ta Luther Charles. E periodo mas largo sin ningun accidente a worde estableci door di Grupo 3—49 di discipulonan di tres anja cu 199 dia consecutivo di trabao y estudio cu seguridad. Edgard Coffi ta monitor di seguridad di e grupo.

Max Jessurun ta instructor di seguridad di e school encarga pa guia e muchanan den e camina di trabao y estudio cu seguridad.



## OIL in a woman's world

Do you sew at home? There are some 28 million women who do, and if you aint included, I suggest you get out the needle and thread, or better yet the sewing machine, and start taking that stitch in time. You can make yourself a new dress or suit at from one-fourth to one-half less than the cost of a ready-made outfit, and you'll be getting something made exactly as you want it, down to the last tuck, pleat or gather.

Sewing machines, you see, are getting more versatile every year. The ones that have been appearing on the market lately can do cross-stitching, zig-zag stitching, embroidery, hem and sew backwards. Those machines are almost super-human! No mere man or woman could possibly combine their intricate skills and exactitude with their speed of execution.

If you already have a machine, it might be worth your while to see what new attachments are available that would make your sewing more interesting and the results more varied. Or, if you haven't yet bought a machine or ate in the market for a new one, why not shop around a bit and see what there is to choose from?

And remember, your sewing machine is a long-term investment that should serve you a life-time if well treated. Make sure you get full instructions on its care, especially on periodic lubrication.

All machinery, you know, needs oiling every once in a while, but not always with the same kind of oil. So treat your machine well, practice hard, and one fine day you'll reach the point every home seamstress dreams of. You'll be wearing something you've made yourself, and a friend will ask you admiringly, "Tell me, my dear, at what shop did you buy that dress?"

## Eighty New Vocational Students



**NEW STUDENTS:** As the older students graduate and move into refinery jobs, new students take their place each year in the Lago Vocational Training School. Pictured are the four groups of 1952 students who recently began training that will prepare them for skilled refinery crafts.

**DISCIPULONAN NOBO:** Segun e discipulonan mas hieuw ta gradua y ta eminza trahao actual den refineria, discipulonan nobo ta tuma nan lugar den School di Ofishi di Lago. Ariha e retrato ta aparece e cuatro gruponan di discipulo pa anja 1952 cu recientemente a cumenza un curso di enseyanza cu lo prepara nan pa tuma encargo di trahaonan experto den refineria.

# Lago Su Percuracion Pa Empleadonan y Comunidad

**CREADOR** a yena mundo cir materialnan pa uso di hende. Pero e trabao a keda na hende mes pa desaroya e materialnan den cosnan cu lo satisface su necesidadnan. Pipitanan di trigo lo no alimenta nos sino te ora nan wordé mulá na harinja y trahá na pan. Lana lo no por sirbi nos como bistir sino te ora e wordé geweef, trahá na panja y wordé cortá y cosi na bistir.

For di punto di bista di hende, e regalonan di Providencia, segun nan ta sali di naturaleza, ta solamente riqueza **potencial**. Inteligencia, habilidad discipliná y esfuerzo mester worde aplicá pa cambia nan den riqueza **usable**. Door di cambia forma y calidades di materialnan natural, hende ta contribui hopi na nan valor.

Den casi tur caso creacion di e valor adicional aki tin mester di hermentos — rolnan di mula, stoof di horna y planchi pa converti trigo na pan; weefstoel y angua pa converti lana na panja of un hacha, zaag y martin pa traha stool y mesa for di palonan.

Un herment tremendo grandi, variado y complejo ta un refineria di azeta. Esaki ta e instrumento door di cual e regalo di naturaleza petroleo ta wordé cambiá den productonan pa reduci hende su trabao; pa move auto, aeroplano y vapor, cual ta permiti nos bai rapidamente y facilmente di un lugar pa otro; pa duna nos luz den obscuridad y proteccion contra frio y calor.

Mescos cu hende lo ta debil sin herment, asina tambe herment ta inutil sin hende pa usa nan. Maske com importante un stoof di horna, un weefstoel of un hacha ta, nan mester di hende pa traha cu nan. Esaki tambe ta berdad cu un refineria.

E boeki aki ta conta tocante uno di e refinerianan mas grandi di mundo — esun di Lago Oil & Transport Company na Aruba, Antillas Holandes — tocante e hendenan cu ta opera e refineria y e relacionnan entre nan.

## Principio y Desaroyo di Compania

Historia di operacionnan di azeita a cuminza mas of menos na 1925. Algun anja promer, produccion di petroleo crudo a cuminza den Lago di Maracaibo, Venezuela.

Expertonan di azeta tabata buscando un lugar unda un haaf grandi y seguro por worde traha unda bapornan por tuma azeta pa hiba mercado. Despues di a examina varios lugarnan cu por sirbi pa tal obheto, e punto zuid-oost di isla di Aruba a wordé escogi. E lugar aki tabata ofrece varios ventaha. E no tabata leuw di e camponan di azeita; maske algun dragamento lo ta necesario, e lamar na Aruba ya tabatin bastante hundura y un barra di rif paralel na e costa por a duna lugar di ancla bon proteha. Personal y material a worde treći for di lugarnan leuw pa traha e haaf y e proyecto aki a tuma hopi luna di trabao.

Durante e periodo cu Lago tabata bao construccion te na e punto cu e ta awor, naturalmente e cantidad di trabao den compania tambe a aumenta. Actualmente, Lago ta duna empleo na mas of menos 7200 homber y muher.

Lago ta un parti importante den e cadena di operacionnan petroliero cu ta inclui, na un banda, buscamiento y desaroyo di depositonan di azeta crudo y, na otro banda, distribucion di productonan refinada prijsnan y cu servicio cu ta manteene compradornan contra competencia di productonan ofreci door di otro Companianan di petroleo.

Den cumplimento cu su tarea den negoshi mundial di azeta, Lago ta trece prosperidad. En realidad Compania ta e procreador mas grandi di entrada financiero na Aruba — tanto entrada pa comunidad deu forma di belasting como pa personanan individual den forma di salario pagá na su empleadonan.

Tres anja despues, mientras economia mundial tabata den garra di depresion, Lago a worde ofreci pa bende. Standard Oil Company (di New Jersey) a cumpre'le y no obstante poco actividad continuo den negoshi, e refineria a worde hací mas grandi durante e anjanan siguiente. Hopi tonelada di ma-

husticia pa obtene proteccion cu ley ta duna, of e por worde hibá dilante di corte y sentenciá si e tra ta contra ley.

Como un persona incorporá y estableci na Aruba, Lago ta reconoce y ta accepta e responsabilidadnan cu un persona consencial lo accepta. Directiva di Lago ta di opinion cu Compania tin deber di ta activamente interesá den bienestar di e comunidad y di contribui su parti razonable pa proteccion y progreso di mejor interesnan di e comunidad.

## Poliza di Empleo

Lago ta di opinion cu e tin responsabilidad pa duna oportunidad di empleo te asina leuw cu ta economicamente razonable. Particularmente, Lago ta di opinion cu e mester duna tal oportunidad na e hendenan entre cual e ta biba — esta na Arubianonan.

Póliza di Compania ta pa empleo, te asina leuw cu ta practicable, hendenan kende nan tera natal ta Aruba y kende nan lazonan natural ta den e territorio. En realidad, ta un póliza estableci cu, mientras otro asuntonan ta igual, preferencia ta worde duná den ocupamiento di puestonan habré, promer, na Arubianonan; di dos na personanan naci na otro islanan di Antillas Holandes; di tres na personanan naci na Surinam y di cuatro na personanan di otro nacionalidad.

E efectonan di e póliza aki por worde mirá den e statisticonan di empleado. Empleadonan di Lago por worde parti den cuatro grupo general: Aprendiznan, empleadonan regular (esnan pagá ariba base pa ora), empleadonan di staff (esnan pagá ariba hase mensual) y e personal yamá "foreign staff" o expatriacionan. Na 1945 e total di empleadonan regular y di staff tabata 5,747, di cual 32 por ciento tabata Arubiano. Na Januari 1952 e dos gruponan aki tabatin un total di 6,441, di cual 42 por ciento tabata Arubiano. Tambe ta interesante pa nota cu den e periodo di tres anja di 1949 — 1952, e cantidad di empleadonan Arubiano a aumenta cu 633 persona, no obstante e hecho cu e cantidad total di empleadonan regular y di staff a baha cu 952.

Maske Lago ta di opinion cu su póliza di empleo mester haci un arreglo special pa e comunidad di cual Compania ta forma un parti, Lago ta duna oportunidad di empleo na otronan tambe. Actualmente tin mas di 3500 persona ariba pay roll — di cual hopi ta ocupa puestonan halto — cu no ta Arubiano pero cu ta origina for di Territorio di Caribe.

Como un residente incorporá di Aruba, Lago ta traha no solamente pa duna oportunidad di empleo,

pero pa hahri camina pa puestonan cu responsabilidad y entrada mas grandi.

Kende cu bishita un refineria moderno y mira rond cuidadosamente lo ripara cu e ta un complejo di instalacion masivo y interrelacioná. Su operacion ta involve uso di un gran cantidad di electricidad, numeroso reaccionnan tecnico y control cuidadoso di pessionan y temperaturanan halto. Si e negoshi kier haci e ganashi cu lo permitie'le pa sigui existi, operacionnan mester worde teni na un nivel di capacidad halto y mester worde hací en menos interrupcion posibel. Esaki ta involve planeamiento ariba un periodo largo, basá ariba colectamento y evaluacion di rapportnan for di hopi parti di mundo. E ta exigi fihamiento detayá y exacto di recibo di carga di azeta crudo, di deposito y embarcamento di azeta pa otro lugarnan. Ta evidente cu operacion y administracion di un refineria grandi por worde haci solamente door di personanan cu enseyanza di ofishi y experencia.

Tempo cu refineria di Lago a wordé trahá na Aruba tabatin poco hende entre e populacion di e isla chikito aki cu tabatin e enseyanza di ofishi necesario pa occupa e puestonan tecnico y administrativo. Pesey e puestonan a worde ocupá door di cindadanonan di Estados Unidos y Europeanan cu experencia, kende a worde treći na Aruba pa tal obheto. Durante anjanan, sinembargo, y tambe como un asunto di póliza bon considerá, Lago tabata reemplaza e personal expatriado esencial aki mas rapido cu tabata posibel. Por worde nota cu e curso aki tumá desde e tempo a worde confirmá como un principio door di Organizacion International di Trabao, cual ta un cuero di Organizacion di Naciones Unidas.

Un ilustracion di e resultadonan di e póliza ta cu na 1939 tahatin 324 empleado di Lago den e clasificacion di operator y assistant operator, cual ta e dos puestonan halto den process department. Di e cantidad aki, 312 tabata empleado "foreign staff". Na 1945 e cantidad di tal trabaonan a aumenta 348 pa motibo di instalacion adicional, y 146 tabata ocupá door di personal di "foreign staff". Actualmente, tin 369 puesto den e dos categorianan mas halto aki y solamente 42 ta worde ocupá door di "foreign staff".

## Programa di Enseyanza

Com tabata posibel pa Lago aumenta e cantidad di empleadonan local den puestonan tecnico y com e ta planea pa ensancha e desaroyo aki mas tanto? E contesta ta pa medio di e programa di enseyanza detayá y completo cu Compania ta duna na varios nivel: enseyanza di ofishi, enseyanza na trabao y enseyanza supervisorio.

For di principio Lago tabata sabi cu pa satisface su necesidad di trahadornan experto y hefuan den futuro lejano, enseyanza pa hobenan lo ta necesario. Pesey Compania a cuminza un programa di enseyanza formal pa aprendiz na 1935. Tabatin mas o menos 30 estudiante na School di Ofishi di Lago na su cuminzamiento 17 anja pasá; awe tin 360.

Na fin di cada anja di schoolnan di gobiernu y di parokianan na Aruba, tur mucha homber Arubiano cu a cumpli 14 anja y a caba seis klas di schoolnan autorizá cu hon exito, por aplica pa worde admiti como aprendiz den School di

Ofishi di Lago. E aplicantenan ta worde duná testnau di inteligencia, habilidad mecanico y reekmento y ademas un entrevista personal.

E hohennan cu worde selectá ta ricibi cuatro anja di enseyanza cu ta inelui teoria den ramonan di estudio na nivel di schoolnan secundario hundo cu enseyanza den varios ramo di ofishi. En total, enseyanza ta worde duná den 16 ramo, cu ta inelui Ingles, reekmento, pintamento mechanical, trabao practico den machine shop, carpenter shop, electrical shop y sheet metal shop, fisica y education fisica. Durante e ultimo anjanan, dos hoben a worde selectá for di e klas graduante pa bai Estados Unidos pa un anja di estudio di ofishi mas avanza y cu tur gastonan pagá door di Compania. Tur e estudiantenan ta ricibi sneldo durante henter e periodo di cuatro anja.

E gasto pa educa un hoben durante e cuatro anja ta mas o menos Fls. 13,000 y na 1951 e presupuesto total pa school di ofishi tabata mas cu un milion florin. En vista di e reciente establecimiento di School Technico di Aruba door di gobierno, e plan di estudio y edad pa accepta aprendiz pa School di Ofishi di Lago lo worde aumentá. E dos schoolnan hundo lo haci un programa integro di education posibel cu lo ta di interes mutuo pa Compania y comunidad.

Ademas cu un reserva di empleadonan experto ta worde creá pa futuro, Lago ta interesa pa aumenta habilidad di hombernan y muhernan cu ta den su empleo caba. Esaki ta worde realizá pa medio di un programa di enseyanza na trabao cual ta worde duná continuamente y di cual mayoria ta worde duná ariba un base individual cu instructor henter ora na e lugar di trabao. Ta worde calculá cu entre 70 y 80 por ciento di henter personal cu ta traha actualmente den refineria a haya un tal sorto di enseyanza.

Pa duna cierto habilidad cu por worde obteni mas liher den enseyanza formal for di e lugar di trabao, Compania a introduci enseyanza di trabao den klas. Actualmente casi 400 persona ta tumano parti den 34 diferente curso di e tipo aki. E enseyanza aki como tambe enseyanza na trabao ta worde duná durante ora di Compania, mientras empleadonan ta ricibi un sueldo regular durante nan estudio.

Compania semper tahata di opinion cu su personal supervisorio ta representa e yabi pa un direcion sano y tambe pa bon relacion cu empleadonan.

Ya desde 1938, curso di enseyanza pa hefenan a worde institui. E cursonan ta varia for di cursonan di enseyanza formal te na discusion di gruponan ariba asuntonan di póliza y administracion. E cursonan formal ta inelui obhetoan manera Practiconan Supervisorio Moderno y Practiconan Moderno di Directiva. Lesnan den administracion di e combenio di trabao cu e cuerponan representativo di empleadonan, particularmente e procedimento tocante tratamiento di keho, a resulta den supervisorionan cu capacidad excelente den tal asuntonan. Ademas, programanan pa dirigi conferencia y lesnan den Papiamento ta worde ofreci. Enseyanza ta practicamente continuo pa e 550 hendernan den grupido di directiva.

Aunque, manera a worde munstrá, Lago ta duna preferencia na Arubianonan den empleamento di empleadonan regular y di staff, una vez un persona no-Arubiano worde empleá den e categorianan aki, e ta goza di tur e ventahanan

eu ta toca e gruponan en general, e sistema aki, e compensacion cu un persona ta ricibi di un organizaion economico, manera un compania industrial, ta di acuerdo cu e contribucion cu e ta haci na e trabao cu e organizacion ta haci. E teoria basico aki di compensacion ta logico. E ta stimula eficiencia den companianan separa cu ta traha pa yega na un economia total, y companianan eficiente ta esnan cu por duna bon trabao y paga sueldo, ta traha na beneficio di empleadonan. E ta duna estimulo pa cada trahador trata di bai adilanti den e organizacion. E ta resulta den beneficio pa sociedad como e ta duna trahadornan un motibo pa contribui mas tanto posible na economia en su entero. E resultado ta cu standard di bida di empleadonan ta worde mejorado di e unico manera sano pa haci esey ariba un periodo largo — esta, door di aumenta e cantidad di articulonan cu ta worde produci.

## Representacion di Empleadonan

Pa pereura pa un medio regular pa cambio di opinion y idean ariba un base amplio tocante asuntoan di Compania, un sistema extensivo di comite y consechonan a desaroya na Lago den cual miembran designa pa Directiva ta reuni cu representantenan eligi di empleadonan. E sistema di comite a cuminza na 1936 y awe tin seis di tal cuerponan oficialmente formá pa trata asuntonan di interes mutuo pa directiva y empleadonan regular y di staff.

E cuerpo pa trata colectivamente ariba sueldonan, ora y condicionan di trabao ta Lago Employee Council (Conseho di Empleadonan di Lago). E condicionan di trabao y otro asuntonan cu a worde combini entre directiva y Council ta formula den un contrato por escrito. Representantenan di Distrito di LEC tambe ta traha pa yuda empleadonan individual pa presenta y solucionar cualquier keho cu nan por tin.

Tocante asuntonan cu no ta toca trabao directamente, esfuerzo cooperativo ta worde desaroya pa medio di conseho mutuo y deliberacion cu Comite Consultativo pa Problemanan Special (tocante plannan di beneficio pa empleadonan), Comite Consultativo pa Comisario di Lago (tocante asuntonan di clientenan) y Junta di Lago Sport Park (tocante operacion di Sport Park y asuntonan di recreacion).

E sistema di comite ta establece un metodo democratico pa empleadonan expresa nan opinion ariba asuntonan cu ta toca nan y ta duna directiva un medio pa discutir su problemanan y plannan cu e otro empleadonan. Di no menos importancia ta cu e sistema ta duna oportunidad pa tur haya un mejor comprension di Lago su tare y pólizanan. Pues, e ta promove cooperacion na beneficio di tur cu ta traha cu Compania.

## Principionan di Compensacion

Lago ta un representante di e sistema economico moderno cual por worde describi como capitalismo competitivo democratico. Segun

mehor posibel segun nan mes ta Compania ta signi duna nan e apoyo cu nan merece for di un residente di e isla cu tin sintimento pa bienestar general.

Crecimiento sano di comunidad ta worde promovi door di un innumerous cantidad di agencias pa duna servicionan basico — agencianan, por ehemper, manera asociacion di ciudadaninan particular, companianan formá cu e unico obeto pa duna cierto servicionan, y departamentonan special di gobieno. Tempo cu refineria di Lago tabata estableci na Aruba, e isla tabatin un populacion relativamente chikito y cu relativamente poco experencia industrial. Pesey Compania a duna facilidadnan cu no ta directamente relaciona cu su negocio petrolero, y cu por ta inmediatamente disponibel pa e cantidad creciente di empleadonan. Sin embargo, ya desde 1938 Compania a yuda establecimiento di un agencia, yamá Home Building Foundation, pa pereura pa algun di e trabaonan pa cas di biba pa cual antes Compania mes tabata pereura. Lago ta di opinion cu desaroyonan di e clase aki ta na mayor interes pa bienestar di comunidad ariba un periodo largo, esta cu Compania ta sigui dedica su energia y fuentenan primamente na su mes negocio y a vez yudando desaroyo di otro agenciaan y, despues cu nan ta estableci,

Compensacion den cualquier compania ta consisti no solamente di placa pagá na empleadonan, pero tambe di cualquier beneficio o servicio duná na nan cu ta resulta den gasto pa e patron. E hecho aki no tur semper ta worde reconoci. Pero directivanan competente no solamente mester conta e pago di sueldonan pero tambe e gastonan di varios servicio como costo di empleo.

E sumanan cu un directiva por asigna pa costo di empleo ta worde influenciar principalmente door di dos factor: e prijsnan cu Compania ta haya pa su productonan y e costo pa su operacion, fuera di e costonan di empleo.

Na su turno, prijsnan cu compania ta ricibi ta worde goberná door di competencia. Den e caso di industria petrolera, un factor principal ta e condicion di mercado petrolero mundial. Si un compania trata di aumenta su entrada pa medio di halza prijsnan ariba esnan di su competidores, e ta perde su posicion ariba mercado y como un consecuencia e no tin mas placa, pero menos placa pa designa pa costonan di empleo.

Gastonan di un compania, fuera di costonan di empleo y excepcion di belasting y algun otro gastoan, ta worde controlá considerablemente door di e eficiencia di su operacionnan. Na un cierto cantidad di entrada, un compania altamente eficiente lo tin mas placa pa paga sueldo y beneficionan na su empleadonan cu un compania ineficiente. Y eficiencia ta resultado di direccion experto, empleadonan leal y cu bon enseyanza y inversion di capital den e mejor clase di materialnan.

Como cu costo di empleo mester worde considerá en total, ta evidente cu mas placa un compania ta gasta pa beneficionan y otro servicionan pa empleado, menos e por paga pa sueldo y salario; y mas e paga pa sueldo y salario, menos e por duna pa beneficio y servicionan. E diferencia cu por worde hayá entre e dos elementonan aki di compensacion lo depende di un cantidad di circumstancialan.

Constantemente Lago a haci esfuerzo pa realizar un combinacion di compensacion directo, na un banda, y programan di servicio y beneficio pa empleadonan, na otro banda, cual lo ta economicamente sano y mas satisfactorio pa e personal. Fundamentalmente, compania ta aproba e filosofia pa asisti empleadonan pa nan por trata independiente den comunidad. Por ehemper, e varios programan pa empleadonan ta designa pa yuda participantenan spaar placa o pa duna nan otro medionan cualnan por usa na un manera mas

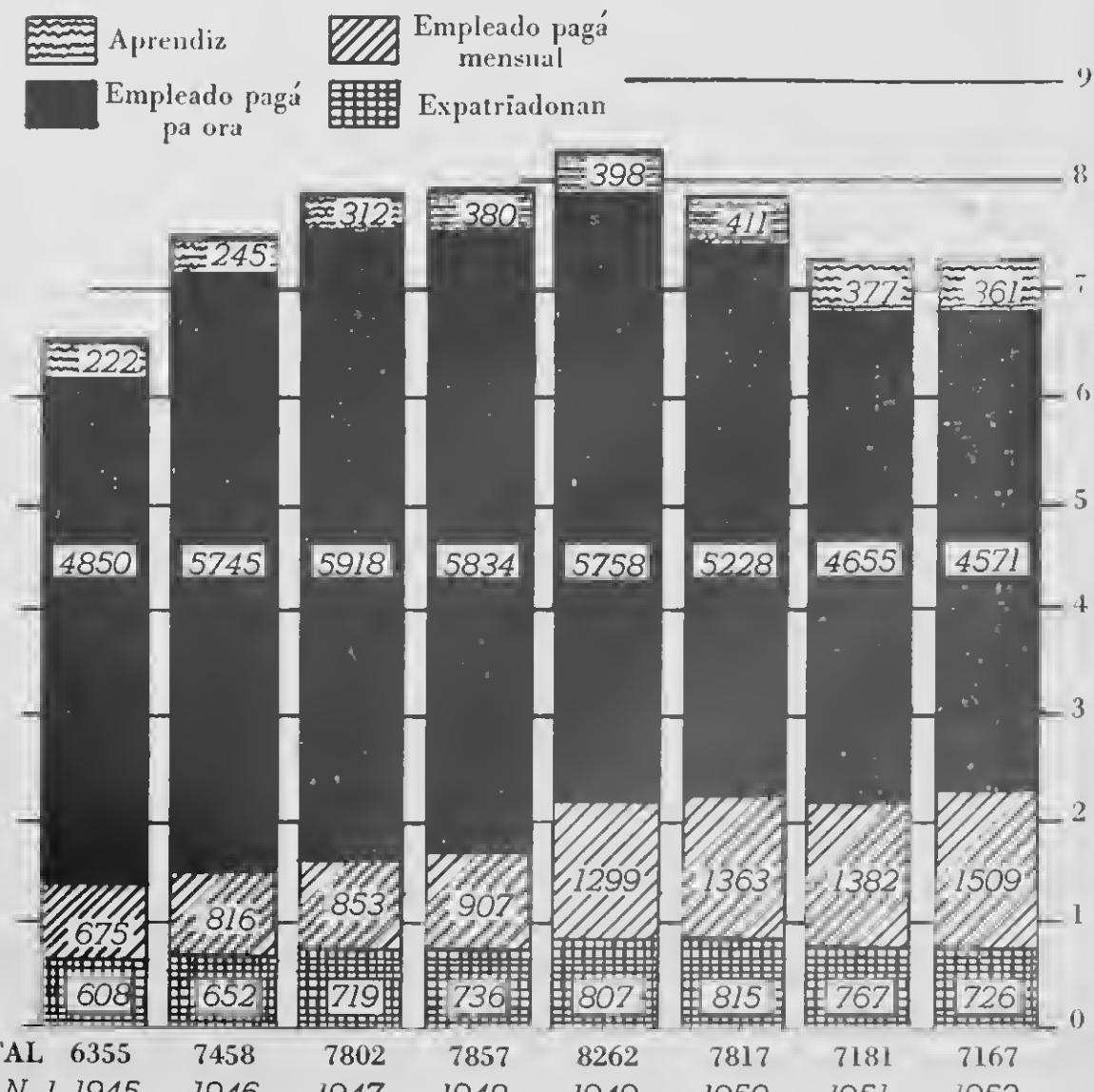
na fin di cuatro anja di empleo, cuatro siman na fin di ocho anja, y cinco siman na fin di diez-dos anja y cada siguiente periodo di cuatro anja di servicio. E vacacionnan di bonus aki ta worde duná en adicion na vacacionnan regular. Un empleado por escoge pa tuma su vacacion regular cada anja, of pa laga su vacacion acumula y agrega su vacacion di bonus despues di cada cuatro anja. Como ta generalmente reconoci cu intermedianon periodico den rutina di trabao ta promove salud y bon humor, e programa no ta permiti acumulacion di tur e vacacionnan regular, pero ta stipula cu un empleado mester tuma a lo menos un siman di vacacion regular durante su promer periodo di cuatro anja, y dos siman durante cada siguiente periodo di cuatro anja. Tur e resto di tempo di vacacion regular, sinembargo, por worde acumula y tumá cu intermedianon di cuatro anja.

Ademas di recibi vacacionnan pagá, empleadonan regular y di staff di Lago por tuma ventaha di e Plan di Spaar pa Vacacion. Segun e Plan aki, un persona por autoriza Compania pa pone un banda pa su credito 1, 2, 3 of 3½ por ciento di su pago. Na tempo cu un vacacion di bonus ta mereci, Compania ta agrega un suma igual, esta florin pa florin, na e cantidad di placa gespaar. Un empleado por laga suma for di su credito na fin di cada periodo di cuatro anja di empleo. Si acaso el laga servicio di Compania na cualquier tempo entre vacacionnan di bonus, el lo bolbe haya e placa cu el mes a contribui den e Plan.

Cada empleado tin derecho ariba dos siman di vacacion regular cada anja. Ademas un vacacion di bonus di tres siman ta worde duná plus interes.

## Cantidad di empleadonan di Lago

1945-1952



Mas cu 99 por ciento di empleadonan ta participa den e Plan aki. No obstante cu, di acuerdo cu filosofia di Lago tocante programan pa empleadonan, nan por usa e suma cu nan recibi for di Plan di Spaar pa Vacacion pa cualquier obheto cu nan ta desea, un gran cantidad ta use'le pa cubri gasto'nan di vacacion. Como ilustracion di e manera den cual e Plan ta yuda empleadonan, un obrero na punto mas abao di escala di pago, si el ta contribui e maximo percentahe den e Plan, ta acumula for di su mes pago un suma di Fls. 414 durante cuatro anja; companya ta pone Fls. 414 acerca. E suma total di Fls. 828 ta suficiente pa cubri costo di un vuelo ida y vuelta pa Port au Prince pa e empleado, su esposa, y dos yiu chikito. Un "tradesman helper A", cu esposa y dos yiu, por cubri e pasashi pa su mes, esposa, y dos yiu pa un viaje ida y vuelta pa Georgetown, British Guiana; un "senior clerk" y familia por bai New York y bolbe, y ainda resta algo.

por ciento di su pago regular, na cual Compania ta agrega 1, 1½, 2, 2½ of 3 por ciento. E contribucionnan "regular" aki hací door di Compania ta worde aumenta door di "contribucionnan extra" cu por worde haci den suman differente cada anja, dependiendo ariba condicionnan economico y ganashi di Compania. Vale la pena pa nota cu durante ultimo diez anjanan e contribucionnan regular y extra di Compania contá hunto a suma algo mas cu e contribucionnan di empleadonan mes.

Cada seis luna un participante den Plan di Spaar (Thrift Plan) por lamta te un maximo di dos tercera parti di su mes contribucionnan, hunto cu dos tercera parti di contribucionnan extra di Compania na su cuenta y dos tercera parti di su parti proporcional den ganashi di Capital di e Plan. Un tercera parti di su mes contribucionnan, un tercera parti di contribucionnan extra di Compania y un tercera parti di su parti proporcional den ganashi di Capital di e Plan y ademas tur contribucionnan regular di Compania ta worde pagá na un empleado ora e sali for di servicio di Lago. Una vez cu cualquier suma worde creditá na su cuenta, sinembargo, tal suma den Thrift Plan ta irrevocablemente di dje y no por worde kitá for di dje maske kiko e causa ta pa cual el a laga servicio di Compania. Den caso di morto cualquier suma cu ta creditá na su cuenta ta worde pagá na su herederonan.

Plan di Spaar, mescos cu Plan di Spaar pa Vacacion, ta henteramente voluntario. Ningun empleado ta obliga pa drenta e plan, pero mas di 99 por ciento a inscribi como participante. Un chempel com placa gespaar den e Plan ta aumenta ta un caso real di un empleado cu a drenta e Plan na 1939 tempo cu e tabata "fireman" y awor ta "operator" na stills. E empleado aki su contribucionnan durante 11 anja a suma na Fls. 6,330; contribucionnan regular y extra di Compania ariba su cuenta a suma Fls. 8,106 — cual ta hunto a suma total gespaar di Fls. 14,436.

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dentenan resultando den desabilidaad durante un million ora individual di traba. Durante 1951, tabatin solamente 25 desgracia resultando den perdida di tempo for di traba, representando un frecuencia di accidente di 1.45. Ta interesante pa nota com e record aki ta compara cu otro industrial petroliero unda exposion na risco di accidente ta mas of menos comparable. Na 1951, tempo cu e frecuencia di accidente di Lago tabata 1.45, tur refinerianan den Estados Unidos cu tabata participa den un concurso di prevencion di accidente organizá door di National Safety Council tabatin un frecuencia promedio di 5.1.

Pa mira com esaki ta traha den practico, tuma como chempel un empleado cu a cuminza traha cu Lago na 1938 y kende a muri na 1951. Contando cu su ganamento promedio durante su 13 anjanan di empleo tabata Fls. 425 pa luna, cual ta mas o menos un promedio di ganamento di empleadonan di Lago considerá como un grupo, y cu el tabata contribui e maximo percentahe den Thrift Plan y no a lamta placa, su familia lo ricibi un suma por hunto for di Thrift Plan di mas o menos Fls. 15,000 y, en adicon, Beneficio pa Sobreviviente di Fls. 212.50 ta worde pagá pa luna durante un periodo di dos anja.

Un otro programa institui door di Lago recientemente ta establece pension pa empleadonan pa duna nan un entrada durante nan anjanan avanzá. E Plan di Pension aki ta cubri tur empleadonan regular y di staff y su costo completo ta worde cargá dor di Lago. Segun e Plan aki, edad normal di pension ta stipulá na 60 anja, aunque un empleado por, segun e mes ta dese, tuma pension na edad di 55 anja si e tin 25 anja di servicio. Den casonan special, y cu aprobarion di Compania, un empleado por bai cu pension na edad di 50 anja cu 15 anja di servicio. Na edad normal di pension un empleado ta ricibi un entrada pa anja pa resto di su bida igual na 1½ por ciento di su ganamento promedio pa anja multiplicá door di e cantidad di anjanan di empleo. Si e bai cu pension promer cu e cumpli 60 anja, e suma di su pension ta worde descontá segun listan actuario estableci.

Despues cu un persona a traha cu Compania durante 15 anja, e credito di pension na su cuenta ta pertenece na dje maske el laga servicio di Compania pa cualquier motibo. Asina, un persona cu a cuminza traha cu Lago na edad di 20 anja y kende a laga servicio tempo cu e tabatin 40 anja lo tin un pension mereci ariba cual el lo haya derecho y cual lo worde pagá na dje tempo cu e cumpli edad di 60 anja y cual ta representa un entrada anual equivalente na 30 por ciento (1½ por ciento bez 20 anja) di su ganamento promedio pa anja tempo cu el tabata traha cu Lago.

E Plan di Pension ta un programa valuable no solamente pa empleadonan Arubiano, pero particularmente pa no-Arubianonan cu ta bolbe na nan tera despues di a traha cu Lago. E Plan a worde estableci dia 1 di September 1948, na cual fecha tur persona ariba lista di pago a worde duná credito pa e servicio en lo pasado na nan tarifa di pago ariba tal fecha. Actualmente, tin 106 pensionista di Compania na bida y e cantidad aki ta aumenta cada anja.

Si acaso como resultado di enfermedad o accidente, un empleado cu 15 of mas anja di servicio bira permanentemente incapaz pa traha, inmediatamente el ta ricibi un entrada di pension sin descuento, cual ta worde pagá pa resto di su bida. Por chempel, si un empleado a cuminza traha cu Lago tempo cu el tabatin 20 anja, a bira permanentemente incapaz pa traha na edad di 40 anja, y tabatin un ganamento promedio di Fls. 425 pa luna durante 20 anja di empleo,

## Sanidad y Seguridad

Pa suministra servicio medico na e escala cu ta requerí di un empresa industrial grandi, Lago tin un hospital y un dispensario combiná di Marina y di Planta. Facilidadnan ta inclui botica, laboratorio medico, asesorionan di X-Ray, unidadnan pa physiotherapy, aparatonan pa registra metabolismo fundamental y electrocardiograph, camber di operacion, camber di duna luz y un camber di examina urina. Un edificio nobo di tres piso, pa permiti reemplazo di cambernan presente pa un structura mas moderno, ta worde erigi y ta worde expectá cu esaki lo keda elta durante ultimo parti di anja 1952. Plannan pa construccion di un dispensario nobo di Planta ta worde desaroyá. Departamento Medico tin 236 empleado, entre cual tin 22 doctor y 105 nurse. Durante curso di anjanan departamento medico di Lago a contribui enormemente na salud, sanidad, y bienestar general di empleadonan y nan familia.

Den caso di enfermedad, entrada di un empleado no ta worde eliminá completamente pa motibo di su inabilitad pa traha, pero ta sigui corre pa medio di un programa pa pagamento di beneficio. Beneficionan pa enfermedad ta suma te 50 por ciento di pago normal ora un empleado ta den hospital, of 70 por ciento di pago normal si el ta worde tratá na cas. Durante promer dos anjanan di empleo, beneficionan ta pagable pa un maximo di diez siman, y e periodo di beneficio ta sigui aumenta cu servicio mas largo te na un anja completo pa personanan cu tin diez of mas anja di servicio cu Lago.

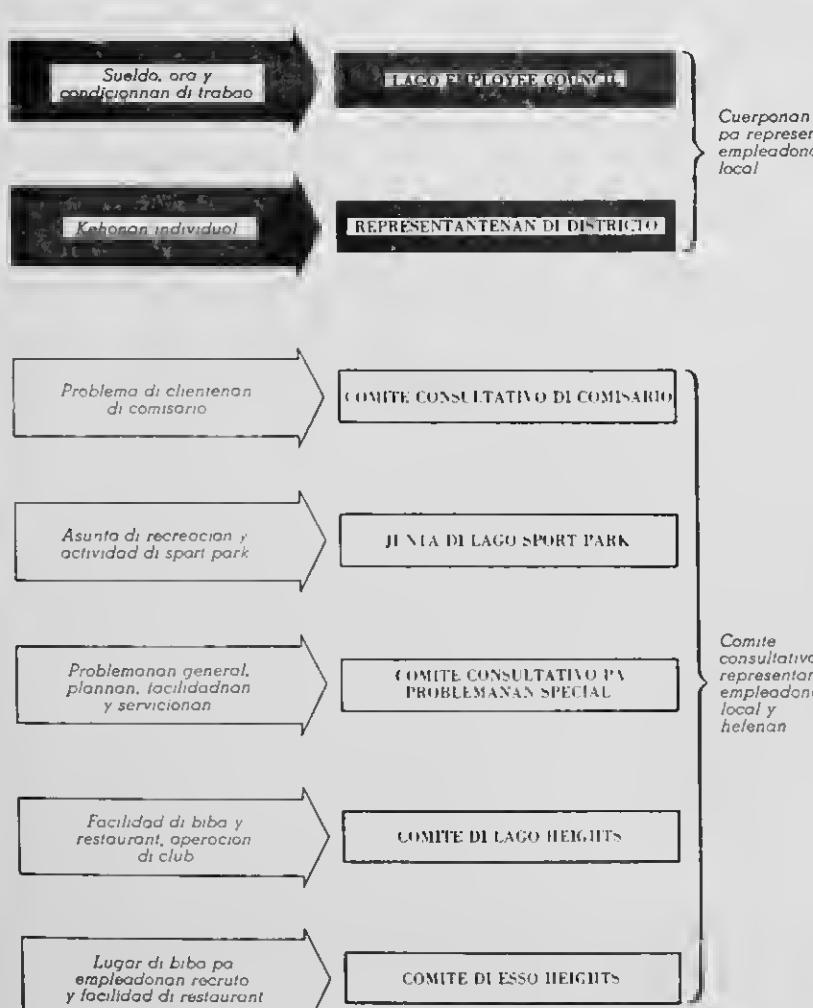
Tur mechaniconan primera clase, of equivalente den otro departamento, y tur empleadonan di staff ta recibi pago completo pa di promer siman di desabilidad. Beneficio pa ganadornan di sueldo ta cuminza corre despues di tres dia desde principio di desabilidad, excepto si e desabilidad ta dura diez-cuatro dia of mas, den cual caso beneficionan ta cuminza corre desde promer dia.

Pa protega empleadonan contra accidentenan industrial, Lago no ta detene su mes di ningun esfuerzo pa suministra hermentnan seguro, clima condicionnan peligroso, y duna empleadonan informacion tocante prevencion di accidente. Tur empleadonan di Lago ta orguyoso di e resultadoan. Por chempel, na 1947 tabatin ochenta y tres desgracia resultando den perdida di tempo for di traba, representando un frecuencia di accidente di 4.69. (Frecuencia di accidente ta e cantidad di acci-

## Plan di Spaar

Pa empleadonan e Plan di Spaar (Thrift Plan), cu a worde estableci door di Compania pa yuda empleadonan spaar placa durante periodonan grandi, no ta menos popular cu e Plan di Spaar pa Vacacion. Segun e Plan aki, un empleado por autoriza Compania pa pone un banda 2, 4, 6, 8 of 10

# Lago su plan pa representacion di empleado pa empleadonan staff y regular



## Beneficio pa Sobreviviente y pension

Si un empleado muri despues cu el tabata un anja of mas den servicio di Compania, su biuda, yuinan o mayornan dependiente lo ricibi Beneficio pa Sobreviviente. E beneficionan aki ta igual na mitad di e ganamento mensual di e empleado difunto y ta pagaderon na su sobreviviente eligible durante un periodo cu ta varia di seis luna, den caso di un empleado cu un anja di servicio, te un maximo di dos anja pa un empleado cu diez of mas anja di servicio. E programa di Beneficio pa Sobreviviente ta worde duná pa tur empleadonan y no ta costa nan nada. En adicon na tal beneficionan, e sobrevivientean eligible di un persona cu muri durante su empleo cu Lago ta ricibi un suma por hunto di cualquier suma di placa cu ta na su credito den Thrift Plan o Plan di Spaar pa Vacacion. Pensionistaan tambe ta cai bao e programa di Beneficio pa Sobreviviente. Sobrevivientean eligible di un pensionista kende muri promer di cumpli 61 anja ta ricibi e mes be-

na durante 20 anja di empleo,

tempo en e sali for di servicio nan ta exigi trahadornan experto, activo di Lago lo e recibi 30 por ciento di su ganamentonan (1<sup>1/2</sup> mes den filanan mas adilanti di por ciento bez 20 anja) o desaroyonan moderno den industria. Fls. 127.50 pa luna pa resto di su bida. També lo e recibi cuaquier suma cu ta ariba su cuenta den Thrift Plan. Ademas, su familia lo ta proteha segun e Plan di Beneficio pa Sobreviviente durante un anja.

## Posedimento di Cas

### Tarifanan di Sueldo

Poliza di Lago en respecto tarifanan di sueldo ta pa paga a lo menos e sueldo reinante pa trabao similar den e territorio. Un check di sueldonan pa trabaonan representativo den territorio di Caribe ta worde haci periodicamente pa asegura cu e poliza aki ta worde sigui.

Naturalmente, trahadornan ta concerna tocante loke nan por cumpla cu nan sueldo — esta, cu sueldo real y també cu sueldo den forma di placa — y Compania ta tuma tambe costo di bida na consideracion sea den tarifa di sueldo of den un bonus pa costo di bida. Na 1941, Lago a cuminza un estudio continuo di costo di bida na Aruba, y estudionan ta worde haci cada tres luna. Durante tempo cu e estudionan aki ta worde haci, inflacion a causa costo di bida di subi den tur partinan di mundo. Contando costo di bida como 100 na 1941, e index pa Aruba tabata pará na 235 durante promer lunan di 1952. Sinembargo, tarifanan di sueldo di Lago a tene paso cu e aumento aki, y, awendia, su empleadonan ta gana sueldonan mas halto den historia di Compania. En realidad, contando sueldonan promedio como 100 na anja 1941, e promedio di tarifa di sueldo awendia ta pará na 247.75 of mas cu diez-dos punto ariba e index di costo di bida.

Lago su lista di tarifa di pago ta cuminza cu categoria di yardman na Fls. 1.26 pa ora (mas of menos Fls. 250 pa luna) y ta sigui subi atravez di varios rangonan te na tradesman primera clase na Fls. 2.44 pa ora (mas of menos Fls. 477 pa luna) y operator na Fls. 3.48 pa ora (mas of menos Fls. 727 pa luna). E tarifanan aki ta worde suplementa door di cuaquier bonus pa costo di bida pagable durante cuaquier cuartal. Ta interesante pa nota cu, durante curso di anjanan, tarifanan di sueldo di personal banda di e punto mas abao di escala di pago a muntran tendencia pa subi algo mas liher cu e tarifanan na e banda mas halto.

Sobretiempo ta worde pagá na 1<sup>1/2</sup> vez e tarifa regular di un empleado pa trabao haci en exceso di ocho ora pa dia of cuarenta y ocho ora pa siman. Abono di warda y premionan special pa trabao ta worde pagá na empleadonan regular y di staff di acuerdo cu arreglonan estableci. Empleadonan ta recibi pago tambe pa ocho dia di fiesta cada anja: Dia di Anja Nobo, Viernes Santo, Segunda Dia di Pasco Grandi, Aniversario di La Reina, Cuarenta Dia, Segunda Dia di Pentecostes, Pasco di Nacimiento, y Segunda Dia di Pasco.

Di e 7,200 empleadonan cu ta trahna cu Lago awor, solamente 400 ta haciendo trabaonan inexperto den refineria. Mayoria di e trabao-

## Servicio na Comunidad

Durante promer tempo di refineria, naturalmente facilidadnan di recreacion na Aruba, particularmente pa deporte den grupo, tabata masha limita, y, cu aumento di personal di Lago, a worde decidi pa yuda remedie e situacion. Durante ultimo parti di decenia trinta, Compania a desaroya un parque grandi di deporte na San Nicolas. Despues di guerra un tribuna, cuarto di banjo, lugar di warden panja y un magazijn a worde construi den e parque. Un patio di recreacion completo pa muchanan a worde agregá recientemente.

Plannan ta basta avanzá awor pa instala luz den e parque asina cu lo ta posible pa tene actividadnan deportivo anochi tambe. Extension di e tribuna pa aumenta su capacidad di sinta for di 750 te 1,500 ta den progreso. E parque ta wordé usá door di mas of menos diez-cinco pa binti team pa hurga baseball, softball, futbol, y cricket, y tambe pa un competicion di korfbal den cual diez team ta participa. Tur anja un Olympiada di weganan popular ta worde teni den e parque.

Recientemente Lago a asisti den proyeccion di facilidadnan di luz pa Wilhelmina Stadion na Oranjestad y a regala e instalacionnan necesario pa haci posible pa tur sorto di deportenan worde teni den e Stadion den oranen di anochi. Pa medio di asistencia adicional na clubnan di mucha homber y organizacionnan atletico na Aruba, Compania a anima recreacion pa medio di deporte organizá considerablemente.

Door di ayudo financiero y den otro forma na misanan, libreria, hospital y varios organizacionnan filantropico, Lago a contribui na progreso di bida espiritual y cultural di Aruba.

Pa asocia su mes ainda mas tanto cu bida Arubiano, Compania ta organiza paseo den refineria pa schoolnan, club, y otro gruponan. E ta publica un corant cu ta sali cada dos siman, ARUBA ESSO

NEWS, pa reporta su actividadnan na empleadonan y na resto di comunidad. Ademas, realizando importancia di su actividadnan ariba economia di e isla, Lago ta dina declaracionnan na prensa local toante cuaquier accion importante cu e tin intencion pa tuma.

menos 550 empleado, di cual como uno di cada cuatro ta empleado local. Pa medio di reunionnan di staff, e grupo di directiva ta participa den formulacion di polizanan di Compania. Ta parce probable cu continuacion di Compania sn polizanan di enseyanza y promocion lo resulta den ocupacion di mas y mas puestonan halto door di personal emplea localmente.

## Un Grupo di Hopi Nacionalidad

## Promoviendo Interes Mutuo

Empleadonan regular y di staff di Lago ta consisti di hendenan di 13 nacionalidad cu ta origina for di 43 diferente isla o pais. E grupo individual mas grandi ta consisti di Arubiano, di dos mas grandi ta bini di Grenada y di tres for di St. Vincent. Mas di 60 por ciento ta cuidadano Holandes; un poco mas cu 30 por ciento ta subditonan Britanico.

Personal expatriado tambe ta consisti di 13 diferente nacionalidad, sinembargo, mayoria di nan ta bini di Estados Unidos, Holanda o Inglaterra. Salario y programan pa e grupo di empleadonan aki ta tuma na cuenta e hecho cu nan terra natal ta afor di region di Caribe y cu nan mester worde ofreci algo pa persuadi nan pa laga e lugar na unda nan a nacc y crece y na cual nan ta marrá ainda door di lazonan di amistad y cosumber.

Aunque na 1939 e personal expatriado tabata consisti di mas o menos 20 por ciento di e cantidad di empleado den refineria, ave 10 por ciento di e cantidad total di mas o menos 7200 empleado ta "foreign staff." Algo mas cu mitar di e expatriadon ta den e grupo di directiva di Lago. E grupo di directiva, cu ta inclui hefenan di primera clase, tin un total di mas o

pero ariba tur cos, Lago ta sinti cu reconocimiento di e elemento humano ta haciéle un compania adaptable. Su bida, mescos cu bida di hende, ta worde afecta door di circumstancianan nobo y oportunidadnan nobo pa progreso. Semper e ta purba trata den modonan cu lo yuda futuro di e hendenan cu enal el ta asocia mas tanto. E ta purba pa establece su polizanan y pa sigui su operacionnan en conformidad cu interes mutuo di Lago y Aruba ariba un termino largo.

Juli 1, 1952.



FOUR GIFTS: Two marriages, a resignation, and appreciation for assistance, prompted the presentation of four gifts recently. Dick Busacker of Process Design, above left, took the big step Sept. 6 marrying Geraldine Maynor. The wedding took place in Trinity, Texas. Busacker's friends presented him with a china set. Cipriano German of Garage and Transportation, above right married Veronica Maduro at St. Theresa's Church Sept. 5. Fellow workers



presented him with a check as a wedding gift. Anthony Dascano of the A & E Plant, below left, left Lago after 23 years' service to take up residence in Venezuela. Fellow employees presented him with gold cuff links, tie clip, key ring, and money clip as parting gifts. Students of the training classes held recently presented Dot Webber, below right, with a ceramic animal figure in appreciation of assistance she gave as instructor.





# News and Views



**BACK HOME:** A rousing welcome was given members of the Aruba baseball team on their return from Havana, Cuba, where they participated in the Amateur World Series for the first time. Although they lost four of their six games, the team's members drew praise for their fine competitive spirit and sportsmanship. Waiting to greet the players, above left, are girls with flowers. Each gave one of the ball players flowers as Alcira Valbuena of Cariibe does, above right. Team members, right, sitting left to right, are Ruhen Phillips, Tenchie Hoftijzer, Clyde Harms, Abraham Lake, Nester Arrindell, E. Hillman, B. Phillips, Juan Perez, and Leo Kniperi. Standing are Joe Proterra, bat boy, Servio Raven, Guillermo Richardson, Roy Harms, Slugo Bryson, E. Marlin, Sylvan Reed, Pedro Richards, E. Brion, Joseph Patterson and Nel Harms.



**NA CAS ATROBE:** Un bienvenida entusiasmá a worde duna na miembroran di e team di baseball di Aruba na nan regreso for di Habana, Cuba, unda nan a participa pa di promer bez den e Serie Mundial di Amateur. Aunque nan a perde cuatro di nan seis weganan, e miembroran di team a riebi elogio pa nan espíritu y actitud deportivo excelente. Wardando pa saluda e hungadornan, ariba banda robez, ta e mucha muhernan en krans di flor. Cada uno a duna un di e hungadornan di baseball un krans di flor manera Aleira Valbuena di Caribe ta haci akiriba, banda drechi. Miembroran di team, banda robez, sintá di robez pa drechi, ta Ruben Phillips, Tenchie Hoftijzer, Clyde Harms, Abraham Lake, Nester Arrindell, E. Hillman, B. Phillips, Juan Perez y Leo Kuiperi. Pará ta: Joe Proterra, bat boy, Servio Raven, Guillermo Richardson, Roy Harms, Sluge Bryson, E. Marlin, Sylvan Reed, Pedro Richards, E. Brion, Joseph Patterson y Nel Harms.

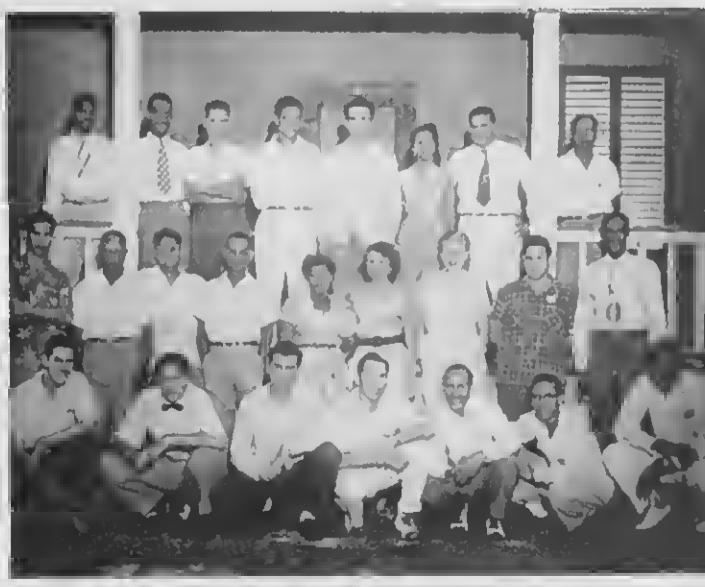
# MANAGER of the YEAR

1952 - Ed Kulisek

Under The Lights, he  
The Jr. & Club  
In spite of and and  
and and he successfully  
guided his charges through a glorious  
campaign to the Lago Colony Softball Championships

**WELL DONE:** Admiring Cardinal teammates presented the pictured document to Ed Knilek following his selection (by the Cardinals) as manager of the year in the Lago Colony Softball League recently completed.

BON HACI: Miembronan admirante di Cardinal a presenta e documento ariba e retrato na Ed Kulisek des-  
pues di su seleccion (door di Cardinals) como manager di anja den Liga di Softball den Lago Colony cu a  
worde completá recientemente.



**CLERICAL IMPROVEMENT:** Pictured are members of the recently completed clerical training classes who received instruction in typing and stenography.

**CURSO PA OFICINISTA:** Ariba e retrato ta aparece miembranu di e klasa pa entrenamiento clerico, kende a recibi instruccion den typing y stenografia.